PLS. RETURN TO OSU RECORDS

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The University of the Philippines Gazette is published monthly by the Information Office, University of the Philippines, Quezon City, Philippines.

UNIVERSITY OF THE PHILIPPINES

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ADMINISTRATIVE ISSUANCES

ADMINISTRATIVE ORDERS

Administrative Order No. 1: Designation as Officer-in-Charge of the University of the Philippines

Dr. Emanuel V. Soriano, Executive Vice-President of the University of the Philippines, is designated Officer-in Charge of the University, effective January 12, 1976 until the President's return from an official trip abroad.
9 January 1976

Administrative Order No. 2: Constitution of the Committee on Commencement Exercises for Academic Year 1975-1976

The following shall constitute themselves into the Committee on Commencement Exercises for Academic Year 1975-76 to take charge of planning the nature and type of activities for the general commencement exercises to be held on March 28, 1976 and to submit appropriate recommendations to the Executive Committee: Vice-President Melecio S. Magno, Chairman; Dr. Oscar M. Alfonso, University Registrar Manuel Bendaña, Dean Aurora G. Corpuz, Dean Jose T. Joya, Dean Armando J. Malay, Atty. Galicano J. Mateo, Atty. Hermenegildo C. Dumlao, Lt. Col. Benjamin R. Vallejo, Mr. Antonio P. Cruz, Mrs. May C. Dumlao and Miss Maria Gloria Briones Blanco, members.

The President would welcome submission of the report and recommendations not later than February 20, 1976.
12 January 1976

Administrative Order No. 3: Constitution of the Steering Committee for the 1976 Summer Sports Festival

The following are constituted into a Steering Committee for the 1976 Summer Sports Festival with Dr. Ramon C. Portugal as Chairman to plan, coordinate and administer the holding of the 1976 Summer Sports Festival: Director Galicano J. Mateo, Director Aparicio H. Mequi, Atty. Pio P. Frago, Mrs. Isabelita B. Poe and Miss Clarita Cuizon. The Committee is authorized to solicit the assistance of University personnel as may be necessary for the implementation of this activity.

The Committee is requested to plan this affair in advance to be in time for summer.
14 January 1976

Administrative Order No. 3: Reconstitution of Inter-Departmental Committee on Social Orientation I and II

The Inter-Departmental Committee to Draw Up Guidelines for Social Orientation I and II created through Administrative Order No. 65 dated 22 June 1970 is hereby reconstituted as follows: Dean Aurora G. Corpuz, Chairman; Dean Armando J. Malay, Vice-Chairman; Dr. Florangel Campos, Dr. Gemino H. Abad, Prof. Ofelia R. Angangco, Dr. Emerenciana Y. Arcellana and Miss April Leaves L. Guerrero, members.
15 January 1976

Administrative Order No. 4: Reconstitution of the President's Council on the Arts

The following are constituted into the President's Council on the Arts with Prof. Raul R. Ingles as Vice-Chairman and Prof. Deanna Ongpin Recto as Secretary: Dr. Oscar M. Alfonso, Director Pacifico N. Aprieto, Prof. Roberto Chabet, Director Dolores F. Hernandez, Prof. Alejandrino G. Hufana, Dean Jose T. Joya, Dr. Jose Maceda, Mr. Ruben David F. Defeo, Mr. Amable Aguiluz VI, Mr. Elpidio S. Caimoy and Miss Anella Manalo, members.

Prof. Virginia R. Moreno, Chairman, will inform them of the meetings and related activities of the Council.
20 January 1976

Administrative Order No. 5: Designation as Officer-in-Charge of Accounting Division

Miss Nora V. Cabreza is designated Officer-in-Charge of the Accounting Division effective January 20, 1976 until the return of Mr. Alfredo I. Monzon from his vacation leave of absence but not later than February 13, 1976.
20 January 1976

Administrative Order No. 5: Designation as Officer-in-Charge of the University

Dr. Emanuel V. Soriano, Executive Vice-President of the University of the Philippines, is designated Officer-in-Charge of the University, effective January 27, 1976 until the President's return from an official trip abroad.
26 January 1976

MEMORANDUM CIRCULARS

Memorandum Circular No. 2: Preservation of Plants

In order to maintain the beauty of the landscape of the University campus, all residents and lessees of houses or living quarters are enjoined not to uproot or transplant the plants in the yards when they transfer residence either outside or within the campus. Exceptions are orchids or potted plants which the transferees may take with them.

Transferees who may wish to have some potted plants may contact the Campus Landscaping Office.
8 January 1976

(Sgd.) ONOFRE D. CORPUZ
President

Memorandum Circular No. 8: Advising the Adoption and Incorporation of the Phrase "CAPITAL OF THE PHILIPPINES" in All Official Communications, Official Receipts and all other Documents and Records of Offices of the City and National Governments Holding Office in Quezon City

Quoted hereunder for information and guidance is a letter from Mayor N.S. Amoranto dated 20 November 1975 advising the adoption and incorporation of the phrase "CAPITAL OF THE PHILIPPINES" in all official communications, official receipts and all other documents and records of offices of the City and National governments holding office in Quezon City, to project effectively and officially the vital role of Quezon City as the Capital of the Philippines.

"Republika ng Pilipinas
"Lungsod ng Quezon
"Punong Bayan ng Pilipinas
"(Capital of the Philippines)

"TANGGAPAN NG PUNONG LUNGSOD
"(OFFICE OF THE CITY MAYOR)

"20 November 1975

"The President
"University of the Philippines
"Diliman, Quezon City
"Sir/Madam:

"Kindly be served this advice that, in consonance with decisions of the Mayor's Staff during its meeting held yesterday, the phrase 'CAPITAL OF THE PHILIPPINES' be invariably incorporated in all official communications, official receipts and other documents and records of the offices of the City and *National* governments holding office in Quezon City to project effectively and officially the vital role of Quezon City as the Capital of the Philippines.

"Sample of the placement for the said phrase is given below Quezon City:

"Republika ng Pilipinas
"Lungsod ng Quezon
"Punongbayan ng Pilipinas
"(Capital of the Philippines)

"TANGGAPAN ng PUNONG LUNGSOD
"(OFFICE OF THE CITY MAYOR)

"The adoption of this phrase for inclusion in the letterhead of every department and office of the City and *National* government offices and agencies in Quezon City has been rendered necessary because of a publicized proposal in a Resolution reportedly adopted by the City of Manila, requesting the President of the Philippines to issue a Decree renaming Manila as the Capital of the Philippines in an article published in the *Philippine Daily Express* dated September 23, 1975.

"Kindly be guided accordingly.

Very truly yours,
"N.S. Amoranto
"City Mayor"
(Sgd.) ONOFRE D. CORPUZ
President

8 January 1976

MEMORANDUM

Memorandum No. 1: Amendments to Executive Order No. 8

The portions of Executive Order No. 8 dealing with freshman representation in the Committee on Student Affairs (COMSA) are hereby amended correspondingly such that:

1. Instead of holding general elections in Diliman and Rizal Hall to choose the two freshman representatives, the freshmen from Diliman shall be represented by a nominee of the Freshman Assembly Coordinating Body and a nominee of the Kalayaan Residence Hall House Council.

2. An additional slot shall be reserved for the freshmen from Manila, who shall meet in an assembly and choose one representative, either by secret ballot or *viva voce*.

The above amendments shall take effect immediately.

The amendments are made in consideration of the reasons put forward by the Dean of Students, namely, that it is too expensive and time-consuming to hold a general election in Diliman and Manila, and the tenure of office of the freshman representatives is too short to warrant a general election.

9 January 1976

(Sgd.) EMANUEL V. SORIANO
Executive Vice-President

EXECUTIVE ORDER No. 8

TO : The Dean of Student Affairs and all concerned

SUBJECT: COMMITTEE ON STUDENT AFFAIRS (COMSA) FOR THE PERIOD UP TO SUMMER, 1976

In order to assure continuity of student participation in the planning and implementation of programs and activities that affect student interest and welfare and the legitimacy of representation to the body created for the purpose, the following rules are hereby enacted:

1. *Name* — There shall be a student body organization that shall be known as the Committee on Student Affairs (COMSA). This organization shall exist and operate during the transitory period prior to the establishment of a permanent student body organization in accordance with the recommendations of the Student Conference and other concerned sectors to be created by lawful authority in accordance with the provisions of the University Charter, the University Code and pertinent rules and regulations and policies laid down by the Board of Regents.

2. *Functions* — The COMSA shall be responsible, in coordination with appropriate University authorities, for the preparation and implementation of projects, programs and activities that directly affect the interests and welfare of the students of the University in the Diliman and Manila campuses of the University. To achieve these objects, the COMSA shall have the following powers and duties which shall be performed in accordance with the procedures herein specified:

a) *Program/Budget* — The COMSA shall prepare a semestral program of student activities/projects. Such program may extend up to the summer session of academic year 1975-1976. The program shall be accompanied by a budget of expenditures to fund the activities/projects. The budget ceiling in each case shall be the amount or total of Student Welfare Fund fees paid by the students represented in the COMSA, provided: that each budget include an item of five or ten per cent (5%-10%) of the budget ceiling as a "contingency fund", against which student projects/activities not included in the regular program (initially not anticipated, but the need for which arises during the semester) may be funded.

b) *Approval of program/budget* — The Dean of Student Affairs shall pass upon the program of activities/projects and budget or expenditures in consultation with the student members. Such program and budget, as approved and/or modified, shall then be submitted to the President of the University for final action. The duly approved program and budget shall serve as the basis for disbursements against the Student Welfare Fund, subject to accounting and auditing regulations.

c) *Approval of disbursements* — The Dean of Students shall be the approving officer for disbursements on a project/activity basis. His approval shall be ministerial as long as the project/activity shall have been included in the semestral programs and has a budget therefor, with sufficient detail. In the case of a project/activity to be funded against the contingency fund, the Dean of Student Affairs shall require sufficient details as in the case of a project proposal to be approved by the Office of the President upon the recommendation of the Dean of Student Affairs.

d) *Program implementation* — The COMSA shall undertake the implementation of the approved program of student activities/projects, including coordination, project supervision, execution, and evaluation and reporting, in collaboration with the Dean of Student Affairs as the case may be.

3. *Representation* — To assure a broad-based representation of cognizable student interests, subject to the restrictions of the Charter and other pertinent laws, rules and regulations, and policies of the Board of Regents, the COMSA shall consist of the representatives from the principal student sectoral groups as follows:

a) Academic sector	10
b) Fraternities/Sororities	6
c) Other organizations	7
d) Dormitories	2
e) Manila units: PGH	2
Rizal Hall	4
f) Freshmen	2

"Academic Sector" shall include all organizations formed and organized on the basis of academic disciplines whether or not the members are duly registered in the same college or unit.

"Fraternities/Sororities" shall be limited to organizations which have the structure of Greek-letter societies.

"Other organizations" include but shall not be limited to social, cultural, varsitarian, etc. and all other student organizations recognized by the Office of Student Affairs not otherwise specifically represented as indicated above.

4. *Elections* — All student organizations recognized by the Office of Student Affairs during the preceding semester may participate in the nomination and elections. Those organizations which were recognized but were, for any reason whatsoever, suspended during the preceding semester and continuing during the current semester, may file with the Dean of Student Affairs, a petition for reconsideration of their suspended status not later than one week from the issuance of this order. The Dean of Student Affairs shall have fifteen (15) days within which to grant or deny such petition. All petitions that have been denied or not acted upon by the Dean of Student Affairs within the period specified shall not qualify the student organization to participate in the nomination and election of representatives.

a) *Nomination* — The heads of all recognized student organizations or their duly appointed representatives may nominate candidates in their respective sectors. The Office of Student Affairs shall classify the nominees by College or Unit.

b) *Voting* — Only organization heads or their duly authorized representatives may vote for representatives in their respective sectors. Those entitled to vote may cast their vote for such number of COMSA representatives to which such sector is entitled, as specified in paragraph 3 hereof.

A certification from the Office of Student Affairs as to the position held in the recognized organization by the officer exercising his right to vote, shall be required. Duly authorized representatives of heads of organizations shall, in addition to the aforementioned identification papers, present a letter of authority allowing them to cast their vote for and in behalf of the head of the organization, they purport to represent. Before voting the voter shall present his validated student identification card and the aforementioned certifications.

c) *Freshman elections* — Representatives of the freshman sector shall be chosen in a general election for freshmen only, under the supervision of the Office of Student Affairs and the Dean of the College of Arts and Sciences and the Dean of U.P. College Manila. Any duly registered freshman may be nominated or otherwise file his certificate of candidacy with the Office of Student Affairs. Freshmen shall vote in the places specified in the College of Arts and Sciences and/or U.P. College Manila.

d) *Manila units election* — The Rizal hall of the Manila units shall be considered as a single sector. Heads of existing organizations therein shall nominate the candidates and shall vote for the number of representatives as specified in paragraph 3 hereof.

The U.P.-PGH Medical Complex shall likewise be considered as a separate sector. The heads of the organizations therein, whether academic or otherwise shall nominate their candidates and shall vote for such number of COMSA representatives as specified in paragraph 3 hereof for this sector.

5. *Qualifications of Candidates* — Candidates to the COMSA must have the following qualifications:

a) must carry the normal load prescribed by his College;
b) has had at least a year's residence with the exception of the freshman nominees;
c) must not have been found guilty of any disciplinary charge;
d) had a weighted average of "3" in the preceding semester and must have completed all grades of "Inc." before the elections.
e) Certificates from both the College Secretary certifying to the nominee's academic load and standing, and from the Dean of Student Affairs as to any disciplinary action must be submitted together with the organization's letter of nomination and the nominee's bio-data and platform to the Office of Student Affairs one week before the day of election.

6. *Campaigns* — The nominee's bio-data and platform shall be posted in a common area for perusal three (3) days after the deadline for the filing of nominations. All qualified voters shall be informed of the existence and location of this common electoral billboard.

There shall be no campaigning and no campaign materials shall be posted in any place outside of the common election billboard.

The candidates shall be presented and given a chance to address qualified voters at a convocation held in the

morning of the day of elections. The convocation shall be called by the Dean of Student Affairs.

7. *Election day* — The elections for the COMSA representatives shall be held on January 17, 1976 in the afternoon, from 2:00 to 5:00 p.m. The election for freshman representatives shall be on January 23, 1976 from 1:00 to 6:00 p.m.

8. *Term of Office* — The duly elected representatives of the COMSA shall hold office from the date they assume office this semester until the summer of academic year 1975-76 unless extended by the President of the University.

9. *Supervision of Elections* — The Office of Student Affairs shall oversee the conduct of the elections for the COMSA as well as the election of its officers.

10. *Election of COMSA Officers* — Upon their election and qualification, representatives to the COMSA shall convene and elect a Chairman, Vice-Chairman, a secretary and such other officers as the body might deem necessary.

11. *Adviser* — The Dean of Students shall act as adviser to the COMSA. He shall be furnished within one week the minutes of all meetings of the COMSA and regular reports on the activities and programs of the body. He shall submit a copy of these minutes and reports to the Office of the University President. As such adviser, the Dean of Student Affairs or his representative shall be notified of all meetings and shall be responsible for attending all meetings of the COMSA.

This order shall be effective immediately.

(Sgd.) O. D. CORPUZ
President

DECISIONS OF THE BOARD OF REGENTS

868th Meeting, 30 January 1976

APPOINTMENTS, REAPPOINTMENTS, PROMOTIONS, INCREASES IN SALARY, ET AL.

The Board approved the following appointments, reappointments, promotions, increases in salary, and other related matters:

Cynthia V. Abad Santos, promotion in rank and salary from Assistant Professor III to Associate Professor I of Physical Education, Department of Physical Education, effective December 1, 1975.

Pedro R. Acierto, promotion in rank and salary from Assistant Professor IV to Associate Professor I of Community Development, Institute of Social Work and Community Development, effective December 1, 1975.

Virgilio C. Aganon as Professorial Lecturer in Fundamentals of Human Settlement, Institute of Human Ecology, University of the Philippines at Los Baños, January 3, 1976, one day only.

Estrella F. Alabastro, promotion in rank and salary from Assistant Professor III to Associate Professor I of Food Science and Nutrition, College of Home Economics, effective December 1, 1975.

Magdaleno B. Albarracin, Jr., promotion in rank and salary from Associate Professor III to Professor I of Production and Operations Management, College of Business Administration, effective January 1, 1976.

Narciso Albarracin, increase in salary as Professorial Lecturer in Education, College of Education, effective October 27, 1975 until May 31, 1976.

Venancio A. Aligaen, increase in salary from Associate Professor II to Associate Professor III of Biological Sciences, U.P. College Iloilo, effective January 1, 1976.

Armando D. Alvarez, Jr., increase in salary as Chief, Office of General Services, Range 11, Step 5, effective December 1, 1975.

Bienvenido C. Ambion, increase in salary from Professor VI to Professor VII of Law, College of Law, effective January 1, 1976.

Leticia T. Angeles, promotion in rank and salary from Associate Professor IV to Professor I of Pharmacology, College of Medicine, effective December 1, 1975.

Felisa B. Añonuevo, increase in salary from Associate Professor III to Associate Professor IV of Education, College of Education, effective December 1, 1975.

Carlos Antonio, increase in salary as Chief, Property Division, Range 11, Step 1 Longevity, effective December 1, 1975.

Virginia L. Aprieto, increase in salary from Associate Professor III to Associate Professor IV of Marine Fisheries, College of Fisheries, effective January 1, 1976.

Ananias B. Aurelio, increase in salary as Chief, Office of Institutional Studies, Range 11, Step 5, effective December 1, 1975.

Froilan M. Bacungan, promotion in rank and salary from Associate Professor VI to Professor III of Law, College of Law, effective January 1, 1976.

Ruben F. Balane, increase in salary from Associate Professor II to Associate Professor IV of Law, College of Law, effective January 1, 1976.

Arturo E. Balbastro, promotion in rank and salary from Associate Professor V (part-time) to Professor III of Law (part-time), College of Law, effective January 1, 1976.

Remedios C. Balbin, increase in salary from Associate Professor II to Associate Professor III of Business Administration, College of Business Administration, effective January 1, 1976.

Primitivo M. Baluyut, increase in salary from Professor I to Professor II of Zootechnics, College of Veterinary Medicine, effective January 1, 1976.

Pedro F. Baraoidan as Professorial Lecturer, Statistical Center, effective June 3, 1975 until May 31, 1976.

Paulina F. Bautista, increase in salary from Associate Professor I to Associate Professor II of Journalism, Institute of Mass Communication, effective December 1, 1975.

Nestor S. Bautista, increase in salary from Professor III to Professor V of Anatomy, College of Medicine, effective December 1, 1975.

Araceli Baviera, increase in salary from Professor IV to Professor V of Law, College of Law, effective January 1, 1976.

Solita Camara-Besa, increase in salary from Professor VII to Professor VIII of Biochemistry, College of Medicine, effective December 1, 1975.

Lydia E. Buendia, promotion in rank and salary from Assistant Professor IV to Associate Professor I of Physical Education, Department of Physical Education, effective December 1, 1975.

Celso A. Bunag, increase in salary from Professor I (part-time) to Professor II of Dentistry (part-time), College of Dentistry, effective December 1, 1975.

Antonio A. Buyco, increase in salary from Professor III to Professor V of Pathology, College of Medicine, effective December 1, 1975.

Nenita A. Cabalfin, promotion in rank and salary from Assistant Professor IV to Associate Professor II of Social Sciences, U.P. College Iloilo, effective January 1, 1976.

Georgina B. Cadeliña, increase in salary from Associate Professor I to Associate Professor III of Education, College of Education, effective December 1, 1975.

Agustin A. Cailao, promotion in rank and salary from Associate Professor VI to Professor III of Physical Education, Department of Physical Education, effective December 1, 1975.

Maria Clara L. Campos, increase in salary from Professor VII to Professor VIII of Law, College of Law, effective January 1, 1976.

Dominador C. Canlas, increase in salary from Professor V to Professor VI of Meteorology and Oceanography, College of Arts and Sciences, effective January 1, 1976.

Bartolome S. Carale, increase in salary from Professor I (part-time) to Professor III of Law (part-time), College of Law, effective January 1, 1976.

Nelia G. Casambre, promotion in rank and salary from Associate Professor IV to Professor I of Education, College of Education, effective December 1, 1975.

Amorita Villegas Castillo, increase in salary from Associate Professor III to Associate Professor IV of Pharmaceutical Chemistry, College of Pharmacy, effective December 1, 1975.

Jovito B. Castillo, promotion in rank and salary from Assistant Professor IV to Associate Professor I of Education, College of Education, effective December 1, 1975.

Sesan M. Castro, increase in salary from Associate Professor III to Associate Professor V of Anatomy, College of Medicine, effective December 1, 1975.

Teodora S. Collantes, reclassification of position with promotion in rank and salary from Senior Lecturer I to Professorial Lecturer in Spanish, U.P. College Manila, effective December 12, 1975 until May 31, 1976.

Prudencia V. Conlu, promotion in rank and salary from Assistant Professor IV to Associate Professor I of Inland Fisheries, College of Fisheries, effective January 1, 1976.

Jorge R. Coquia, increase in salary as Professorial Lecturer, College of Law, effective January 1, 1976 until May 31, 1976.

Josefina R. Cortes, increase in salary from Associate Professor I to Associate Professor III of Education, College of Education, effective December 1, 1975.

Alicia M. L. Coseteng, increase in Salary from Associate Professor I to Associate Professor II of Communication, Institute of Mass Communication, effective December 1, 1975.

Adelaida Dalmacio Cruz, increase in salary from Professor III to Professor V of Pathology, College of Medicine, effective December 1, 1975.

Antonio P. Cruz, increase in salary as Director, Physical Plant Office, Range 11, Step 4, effective January 1, 1976.

Lourdes J. Cruz, increase in salary from Associate Professor IV to Associate Professor VI of Biochemistry, College of Medicine, effective December 1, 1975.

Serafin R. Cuevas, increase in salary as Professorial Lecturer in Law, College of Law, effective January 1, 1975 until May 31, 1976.

Augustus C. Damian, Jr., increase in salary from Associate Professor I to Associate Professor III of Physiology, Anesthesiology Center Western Pacific, College of Medicine, effective December 1, 1975.

Guillermo R. Damian, increase in salary from Professor I to Professor III of Physical Medicine and Rehabilitation (part-time), School of Allied Medical Professions, College of Medicine, effective January 1, 1976.

Maria L. Dañguilan, promotion in rank and salary from Associate Professor IV to Professor I of Pharmaceutical Chemistry, College of Pharmacy, effective December 1, 1975.

Conrado S. Dayrit, increase in salary from Professor III (part-time) to Professor V of Pharmacology (part-time), College of Medicine, effective December 1, 1975.

Marina G. Dayrit, increase in salary as University Librarian, University Library, effective December 1, 1975.

Luz S. de la Cruz, increase in salary from Associate Professor I to Associate Professor III of Education, College of Education, effective December 1, 1975.

Mariano de la Cruz, Jr., increase in salary from Professor I to Professor III of Anatomy, College of Medicine, effective December 1, 1975.

Gerardo V. de Leon, increase in salary from Professor VI to Professor VII of Pharmacology, College of Medicine, effective December 1, 1975.

Sonia Y. de Leon, promotion in rank and salary from Associate Professor III to Professor I of Food Science and Nutrition, College of Home Economics, effective December 1, 1975.

Ernesto de Veyra, Jr., promotion in rank and salary from Associate Professor III to Professor I of Pathology, College of Medicine, effective December 1, 1975.

Clarissa G. Dimalanta, increase in salary as Librarian V, University Library, effective December 1, 1975.

Angelita M. Dizon, increase in salary from Professor I to Professor II of Clothing, Textiles and Related Arts, College of Home Economics, effective December 1, 1975.

Ernesto O. Domingo, promotion in rank and salary from Associate Professor IV to Professor I of Medicine, College of Medicine, effective December 1, 1975.

Virgilio C. Esguerra, promotion in rank and salary from Assistant Professor IV to Associate Professor I of Veterinary Physiology and Pharmacology, College of Veterinary Medicine, effective December 1, 1975.

Jose F. Espinosa, promotion in rank and salary from Associate Professor V (part-time) to Professor III of Law (part-time), College of Law, effective January 1, 1976.

Jose N. Esteban, promotion in rank and salary from Associate Professor III to Professor I of Anatomy, College of Medicine, effective December 1, 1975.

Horacio R. Estrada, increase in salary from Professor VI to Professor VII of Pharmacology, College of Medicine, effective December 1, 1975.

Ruperto Evangelista, increase in salary from Associate Professor II to Associate Professor IV of Physical Education, Department of Physical Education, effective December 1, 1975.

Gabriel P. Fabella, Jr., increase in salary as Executive Development Officer II, Philippine Executive Academy, effective January 1, 1976.

Herminia R. Fajardo, increase in salary as Management Specialist IV, Institute for Small-Scale Industries, effective January 1, 1976.

Santiago M. Fajardo, increase in salary from Senior Dentist (with rank of Associate Professor I) to Head, Dental Clinic (with rank of Associate Professor III), University Health Service, effective December 1, 1975.

Nicanor C. Fernandez, increase in salary from Associate Professor I to Associate Professor III of Soil

Science, College of Agriculture, University of the Philippines at Los Baños, effective December 1, 1975.

Perfecto V. Fernandez, increase in salary from Professor IV to Professor V of Law, College of Law, effective January 1, 1976.

Felipe S. Ferrer, increase in salary as Assistant Director for Administration (Range 12), Philippine General Hospital, in accordance with the Revised Rules on Automatic Pre-Retirement Salary Increase approved by the Board of Regents, effective February 1, 1976 until April 30, 1976.

Gloria Anonas-Ferrer, increase in salary from Assistant Director (with rank of Professor I) to Assistant Director (with rank of Professor II), University Health Service, effective December 1, 1975.

Adrea O. Fineza, promotion in rank and salary from Lecturer to Professorial Lecturer in Education, College of Education, effective October 14, 1975 until May 31, 1976.

Pio P. Frago, increase in salary as Chief, Office of Administrative Personnel Services, Range 11, Step 5, effective December 1, 1975.

Metodio N. Ganuelas, increase in salary from Associate Professor I (part-time) to Associate Professor III of Business Policy and Administration (part-time), College of Business Administration, effective January 1, 1976.

Ramon M. Garcia, increase in salary from Professor VI to Professor VII of Public Administration, College of Public Administration, effective December 1, 1975.

Herminio J. Germar, increase in salary from Associate Professor I (part-time) to Associate Professor III of Medicine (part-time), College of Medicine, effective December 1, 1975.

Robert W. George as Visiting Professor in the Department of Botany, College of Arts and Sciences, without compensation, effective January 5, 1976 until February 13, 1976.

Petronila S. Goseco, promotion in rank and salary from Assistant Professor III to Associate Professor I of Education, College of Education, effective December 1, 1975.

Matilde P. Guzman, increase in salary from Professor IV to Professor VI of Food Science and Nutrition, College of Home Economics, effective December 1, 1975.

Severino R. Hermosura, promotion in rank and salary from Associate Professor IV to Professor I of Zootechnics, College of Veterinary Medicine, effective December 1, 1975.

Teodora A. Ignacio, increase in salary from Associate Professor I to Associate Professor III of Nursing, College of Nursing, effective December 1, 1975.

Hiroshi Ikehashi as Visiting Associate Professor of Agronomy, College of Agriculture, University of the Philippines at Los Baños, without compensation, effective November 1, 1975 until October 31, 1976.

Raul Rafael Ingles, increase in salary from Professor IV to Professor V of Journalism, Institute of Mass Communication, effective December 1, 1975.

Felicidad H. Jesena, increase in salary from Associate Professor I to Associate Professor III of Education, U.P. College Iloilo, effective January 1, 1976.

Porfirio P. Jesuitas, promotion with increase in salary from Science Education Specialist III (Step 5) to Science Education Specialist IV (Step 3), Science Education Center, effective December 6, 1975.

Leonila B. Juinio, promotion with increase in salary from Physician (with rank of Assistant Professor IV), part-time, to Physician (with rank of Associate Professor I), part-time, University Health Service, effective December 1, 1975.

Ermelina B. Kalagayan, increase in salary as Cashier, Range 11, Step 4, effective January 1, 1976.

Koji Kaneko as Visiting Scientist, Institute of Plant Breeding, University of the Philippines at Los Baños, without compensation, effective November 26, 1975 until December 30, 1976.

Manuel G. Lacuesta, promotion in rank and salary from Associate Professor IV to Professor I of Education, College of Education, effective December 1, 1975.

Flora G. Lansang, increase in salary from Associate Professor II to Associate Professor IV of Social Work, Institute of Social Work and Community Development, effective December 1, 1975.

Jose C. Laquindanum, increase in salary as Training Specialist III, Institute for Small-Scale Industries, effective January 1, 1976 until June 30, 1976.

Lydia G. Ledesma, increase in salary from Associate Professor II to Associate Professor IV of English, U.P. College Iloilo, effective January 1, 1976.

Arturo T. Lopez, increase in salary as Chief, Land Grants Office, Range 11, Step 1 Longevity, effective December 1, 1975.

Bienvenido L. Lumbera, reclassification of position with promotion in rank and salary from Senior Lecturer to Associate Professor IV of Filipino and Philippine Languages, College of Arts and Sciences, effective October 27, 1975 until May 31, 1976.

Elayda E. Mabunay, promotion in rank and salary from Assistant Professor IV to Associate Professor II of Chemistry, U.P. College Iloilo, effective January 1, 1976.

Manuel Macapinlac, increase in salary from Professor IV to Professor VI of Biochemistry, College of Medicine, effective December 1, 1975.

Avelino A. Macasaet, increase in salary from Associate Professor II to Associate Professor IV of Dentistry, College of Dentistry, effective December 1, 1975.

Armando J. Malay, increase in salary from Professor VI to Professor VIII of Journalism and Communication, Institute of Mass Communication, effective December 1, 1975.

Josephine M. Malixi, increase in salary from Associate Professor III to Associate Professor IV of Pharmacy, College of Pharmacy, effective December 1, 1975.

Rosario E. Maminta, increase in salary from Associate Professor I to Associate Professor II of Education, College of Education, effective December 1, 1975.

Priscila S. Manalang, increase in salary from Professor V to Professor VII of Education, College of Education, effective January 1, 1976.

Placido M. Manalo, Jr. increase in salary as Deputy Administrator, Philippine Executive Academy, effective December 1, 1975.

Cornelio A. Manuel, Jr., promotion in rank and salary from Associate Professor IV to Professor I of Psychology, U.P. College Iloilo, effective April 1, 1976.

Mauro F. Manuel, increase in salary from Associate Professor II to Associate Professor III of Veterinary Parasitology and Protozoology, College of Veterinary Medicine, effective January 1, 1976.

Nelia Cortes-Maramba, increase in salary from Associate Professor II to Associate Professor IV of Pharmacology, College of Medicine, effective December 1, 1975.

Felix B. Marcelo, Jr., promotion in rank and salary from Assistant Professor III to Associate Professor I of Pathology, College of Medicine, effective December 1, 1975.

Eleuteria S. Marquez, promotion in rank and salary from Assistant Professor III to Associate Professor I of Dentistry, College of Dentistry, effective December 1, 1975.

Anselmo B. Matias, promotion in rank and salary from Assistant Professor IV to Associate Professor II of Marine Fisheries, College of Fisheries, effective January 1, 1976.

Felipe V. Oamar, reappointment as Professorial Lecturer in Public Administration, College of Public Administration, effective June 1, 1975 until May 31, 1976; reappointment as Professorial Lecturer in Public Administration, U.P. College Cebu, effective October 27, 1975 until March 31, 1976.

John C. O'Toole as Visiting Professor of Agronomy, College of Agriculture, University of the Philippines at Los Baños, without compensation, effective November 1, 1975 until October 31, 1976.

Feliciano M. Padlan, increase in salary from Physician (with rank of Associate Professor I) to Physician (with rank of Associate Professor III), University Health Service, effective December 1, 1975.

Evelina A. Pangalangan, promotion in rank and salary from Assistant Professor IV to Associate Professor I of Social Work, Institute of Social Work and Community Development, effective December 1, 1975.

Martesio G. Perez, increase in salary from Associate Professor I (part-time) to Associate Professor III of Medicine (part-time), College of Medicine, effective December 1, 1975.

Felicidad Pineda, increase in salary from Associate Professor IV to Associate Professor V of Education, College of Education, effective December 1, 1975.

Josefina D. Pineda, increase in salary from Associate Professor I to Associate Professor III of Social Work, Institute of Social Work and Community Development, effective December 1, 1975.

Remedios V. Piñon, increase in salary from Associate Professor II to Associate Professor IV of Physical Education, Department of Physical Education, effective December 1, 1975.

Niceto S. Poblador, promotion in rank and salary from Associate Professor III to Professor I of Business Economics and Statistics, College of Business Administration, effective January 1, 1976.

Aurelio B. Ramos, Jr., increase in salary from Associate Professor II to Associate Professor IV of Dentistry, College of Dentistry, effective December 1, 1975.

Dolores Recio, promotion in rank and salary from Assistant Professor III to Associate Professor I of Nursing, College of Nursing, effective December 1, 1975.

Flerida Ruth P. Romero, increase in salary from Professor III to Professor IV of Law, College of Law, effective January 1, 1976.

Eduardo Rondain, increase in salary from Associate Professor I (part-time) to Associate Professor II of Business Policy and Administration (part-time), College of Business Administration, effective January 1, 1976.

Segundo V. Roxas as Director, Natural Science Research Center, effective February 1, 1976 until April 30, 1976.

Marcelino A. Sabado, promotion in rank and salary from Assistant Professor IV to Associate Professor I of Inland Fisheries, College of Fisheries, effective January 1, 1976.

Percy E. Sajise as Assistant Professor of Ecology (professorial chair), College of Sciences and Humanities, University of the Philippines at Los Baños, effective January 1, 1976 until December 31, 1976.

Elisa S. Saldaña, promotion in rank and salary from Assistant Professor IV to Associate Professor I of English, U.P. College Iloilo, effective January 1, 1976.

Lourdes C. Saniel, promotion in rank and salary from Assistant Professor IV to Associate Professor I of Physical Education, Department of Physical Education, effective December 1, 1975.

Sofronio P. San Juan, promotion in rank and salary from Assistant Professor IV to Associate Professor II of Dentistry, College of Dentistry, effective December 1, 1975.

Dionisia Santa Ines, increase in salary as Chief, Civil Service Office, Range 11, Step 4, effective January 1, 1976.

Ma. Adela A. Santiano, increase in salary as Training Specialist III, Institute for Small-Scale Industries, effective January 1, 1976.

Bayani S. Santos, increase in salary from Associate Professor I to Associate Professor II of Veterinary Medicine and Surgery, College of Veterinary Medicine, effective December 1, 1975.

Rizalina B. Santos, promotion in rank and salary from Associate Professor IV to Professor I of Pharmaceutical Chemistry, College of Pharmacy, effective December 1, 1975.

Julieta M. Savellano, promotion in rank and salary from Associate Professor III to Professor I of Education, College of Education, effective December 1, 1975.

Fred Seligmann as Visiting Professor of Geology, College of Arts and Sciences, effective February 1, 1976 until October 14, 1976.

Carmelo V. Sison, increase in salary from Associate Professor I to Associate Professor III of Law, College of Law, effective January 1, 1976.

Jose A. Solis, increase in salary from Professor IV to Professor V of Veterinary Medicine, College of Veterinary Medicine, effective January 1, 1976.

Pedro Solis, increase in salary as Professorial Lecturer, College of Law, effective January 1, 1976 until May 31, 1976.

Oscar M. Tangco, increase in salary from Professor III to Professor V of Anatomy, College of Medicine, effective December 1, 1975.

Angel T. Tengonciang, increase in salary from Surgeon (with rank of Assistant Professor II), part-time, to Surgeon (with rank of Associate Professor IV), part-time, University Health Service, effective December 1, 1975.

Rosa Linda P. Tidalgo, promotion in rank and salary from Assistant Professor III to Associate Professor I of Economics, School of Economics, effective January 1, 1976.

Romeo C. Tomacruz, increase in salary as Director, Office of Business Enterprises, Range 11, Step 1 Longevity, effective December 1, 1975.

Mario S. Tongson, increase in salary from Associate Professor III to Associate Professor IV of Veterinary Parasitology, College of Veterinary Medicine, effective January 1, 1976.

Edgardo S. Tordesillas, increase in salary from Associate Professor I (part-time) to Associate Professor III of Business Administration (part-time), College of Business Administration, effective January 1, 1976 until May 31, 1976.

Dominador G. Torres, increase in salary as Director, Office of Student Auxiliary Services, Range 11, Step 1 Longevity, effective December 1, 1975.

Francisco D. Trinidad, increase in salary from Associate Professor III to Associate Professor IV of Broadcast Communication, Institute of Mass Communication, effective December 1, 1975.

Ciriaca S. Ubaldo, promotion in rank and salary from Assistant Professor IV to Associate Professor I of Nutrition, Institute of Public Health, effective December 1, 1975.

Ernesto V. Valdez, increase in salary from Professor IV to Professor V of Pharmacology, College of Medicine, effective December 1, 1975.

Carlos P. Valino, promotion in rank and salary from Assistant Professor IV to Associate Professor I of Fine Arts, College of Fine Arts, effective December 1, 1975.

Rosa M. Vallejo, promotion in rank and salary from Assistant Professor IV to Associate Professor II of Library Science, Institute of Library Science, effective December 1, 1975.

Zosima T. Vicencio, promotion in rank and salary from Assistant Professor IV to Associate Professor I of Inland Fisheries, College of Fisheries, effective January 1, 1976.

Paterno V. Viloria, increase in salary as Training Specialist IV, Institute for Small-Scale Industries, effective January 1, 1976.

Flora T. Violanda, promotion in rank and salary from Assistant Professor IV to Associate Professor I of Physical Education, Department of Physical Education, effective December 1, 1975.

Jaime T. Zamuco, increase in salary from Associate Professor I (part-time) to Associate Professor III of Pathology (part-time), College of Medicine, effective December 1, 1975.

Humbert G. Zandstra as Visiting Associate Professor, College of Agriculture, University of the Philippines at Los Baños, without compensation, effective November 1, 1975 until October 31, 1976.

The Board *confirmed* the following *ad interim* appointments:

Patricia M. Alcarez as Librarian II (part-time), University Library, effective July 1, 1975 until December 31, 1975.

Charles Fisher as Visiting Professor of Political Science, College of Arts and Sciences, effective January 26, 1975 until January 31, 1976.

TRANSFER TO PERMANENT STATUS

The Board approved the transfer of the following to permanent status:

Primo V. Arambulo III as Assistant Professor I of Parasitology, Institute of Public Health, effective December 1, 1975.

Amelia S. Asencion as Assistant Professor I of Biological Sciences, U.P. College Manila, effective Janaury 1, 1976.

Antonio O. Mabesa as Associate Professor III of Speech and Drama, College of Arts and Sciences, effective January 1, 1976.

Trinidad O. Regala as Assistant Professor II of Spanish, College of Arts and Sciences, effective Jaunary 1, 1976.

Mario G. Rosal as Assistant Professor II of English, College of Arts and Sciences, effective January 1, 1976.

SCHOLARSHIPS, FELLOWSHIPS, GRANTS AND GIFTS

The Board approved the revision of Rule 4 of the rules governing the *Rosario Lopez Garcia Scholarship* in the College of Music in view of the donor's decision to increase the amount of the grant, to wit:

RULE 4: This scholarship shall consist of [the full amount of tuition and other miscellaneous fees for each semester] *₱500.00 per semester.* (Words in brackets to be deleted, those in italics to be added.)

* * *

The Board accepted the offer of assistance in various forms from the *Eusebio S. Garcia and U.P. Medicine '36 Foundation, Inc.* to the College of Medicine in pursuance of its objectives as set forth in its Articles of Incorporation.

The offer of assistance shall consist of the following forms:

a. Two (2) professorial chairs, renewable yearly, to be named *Eusebio S. Garcia Distinguished Professor* and the *U.P. Medicine '36 Distinguished Professor*, each chair to carry an annual stipend of ₱35,000.00. Appointment to the chairs shall be upon recommendation of the Dean, College of Medicine, and approval by the Board of Regents.

b. Two scholarships in each class, beginning in the first-year in the College, to be known as *Eusebio*

S. Garcia and U.P. Medicine '36 Scholarships, each to carry a stipend of ₱5,000.00 a year. Scholars will be selected from the first 20 ranking students in the class and selection based on financial needs to be determined by the Board of Trustees from recommendees of the Dean.

c. An annual donation of ₱2,000.00 to the U.P. Medical/Alumni Association, to be used either in the Annual Homecoming Celebration or in any other project at the discretion of the Board of Directors.

d. An annual donation of ₱1,000.00 to the U.P. Alumni Association Fund.

e. A yearly award to be known as the "Class Leader Award," consisting of a Plaque of Merit and Recognition plus a cash award of ₱1,000.00 to a graduating student in the College of Medicine. Selection of the awardee for the Class Leader Award shall be made by the Medicine Executive Council of the College, consisting of the Dean and the Chairmen of the different departments in the College or their representatives.

f. The sum of ₱10,000.00 yearly will be available for any project that the Dean of the College may recommend, with the approval of the Board of Trustees. This amount may be increased or decreased yearly, depending on the availability of funds.

g. The sum of ₱20,000.00 will be available yearly for long-term loans to needy students of the College, the terms, amounts and duration of which shall be determined on a case-to-case basis between the applicant and the Board of Trustees.

The above grants, except items f and g, will be implemented not later than the school year 1977-78, and shall be subject to change depending on the changing values of money. All monies from grants will be given as needed and not in lump sums.

COLLECTION OF FEES

The Board approved the increase in the application fee for the University Elementary School from ₱5.00 to *₱12.00*.

Income generated from the fees will accrue to a special account, against which expenses in connection with the administration of the admission test, including supplies and materials, honoraria of examiners and other personnel involved therein and other incidental expenses shall be charged.

In this connection, the Board approved the following schedule of honoraria:

Examiners-proctors	₱30.00
Correctors	20.00
Custodial Workers	10.00

The faculty members of the University Elementary School serve as examiners-proctors during the test administration. The test is administered on a Saturday and all the other tasks are done outside office hours. The faculty members work in groups and in the school for purposes of test security.

* * *

The Board authorized the College of Home Economics to charge the following laboratory fees for new courses in Clothing Technology:

CT 31 Apparel Accessories	₱15.00
CT 114 Apparel Design	7.00
CT 117 Pattern Drafting	10.00

* * *

The Board approved the increase in the admission test fee from ₱4.00 to *₱12.00 per examinee* in the U.P. Rural High School, UPLB, effective the schoolyear 1976-1977.

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FINANCIAL SUBSIDY FOR *ANG TAGAMASID*

The Board approved the financial subsidy in the amount of ₱3,200.00 for the student publication *Ang Tagamasid*, chargeable to the budget of the U.P. College Manila for publication, to enable the publication to come out with at least two (2) issues during the second semester, 1975-1976.

* * *

PRESIDENTIAL DECREE NO. 873

The Board was informed of Presidential Decree No. 873 dated 12 January 1976 entitled "Amending Presidential Decree No. 342 by designating a representative of the Office of the President, in lieu of the abolished position of the Executive Secretary, as one of the members of the Philippine Center for Advanced Studies Board of Trustees."

REVISED ORGANIZATIONAL SET-UP OF THE COLLEGE OF BUSINESS ADMINISTRATION

The Board approved the revised organizational set-up of the College of Business Administration, with the following salient features:

a. Regrouping of departments;
b. Restructuring of the teaching load reduction allowed for administrative work; and
c. Creation of three administrative sub-units under the Administrative Officer.

The organizational changes are justified in terms of the need to (a) divert valuable faculty resources away from administrative work to teaching and research, and (b) encourage more interdisciplinary research activities through an expanded departmental team research effort.

CONFERMENT OF HONORARY DEGREE UPON KURT WALDHEIM

The Board approved the conferment of the Degree of Doctor of Laws, *honoris causa*, upon United Nations Secretary-General Kurt Waldheim, upon the recommendation of the President and the Committee on Honorary Degrees.

REELECTION OF REGENT ABRAHAM F. SARMIENTO AS UPAA PRESIDENT

The Board *noted* the letter from Dr. Paz G. Ramos, Member-Secretary of the U.P. Alumni Association, informing the Board of Regents regarding the reelection of Regent Abraham F. Sarmiento as President of the UPAA for a term of two years.

ELEVATION OF THE DEPARTMENT OF PHYSICAL EDUCATION TO DEGREE-GRANTING INSTITUTE OF SPORTS, PHYSICAL EDUCATION AND RECREATION

The Board approved the elevation of the Department of Physical Education to a degree-granting *Institute of Sports, Physical Education, and Recreation*. In this con-

nection, the Board authorized the President to undertake appropriate steps toward the operation of the Institute starting the summer session of 1976.

The Department will offer certificate, diploma and degree programs independent of the College of Education (the College of Education at present administers the professional training program for physical education in the University).

The Institute shall be headed by a Director or Dean. In addition to its expanded program of professional training, the Institute shall absorb the functions currently performed by the Department of Physical Education. It will have four (4) departments: (1) Service Physical Education Department; (2) Professional Physical Education Department; (3) Sports Department; and (4) Recreation Department — each of which will have corresponding sections under it.

LINE OFFICIALS OF THE COLLEGE OF EDUCATION

The Board approved the designation of the Director of Graduate Studies, Director of Undergraduate Studies and Director of Research and Development as line officials of the College of Education, effective January 30, 1976.

PROMOTIONS AND/OR SALARY INCREASES

The Board approved (867th Meeting, 18 December 1975) the promotions and/or salary increases of the following, effective January 1, 1976:

Leonor M. Aragon, College of Nursing, from Professor III to Professor IV.

Benjamin D. Cabrera, Institute of Public Health, from Professor VII to Professor VIII.

Sophie M. Catbagan, U.P. College Baguio, from Associate Professor I to Associate Professor III.

Mercedes B. Concepcion, Population Institute, from Professor VII to Professor VIII.

Jesusa A. Concha, College of Pharmacy, from Professor VI to Professor VII.

Aurora G. Corpuz, College of Home Economics, from Professor II to Professor III.

Irene R. Cortes, College of Law, from Professor VII to Professor VIII.

Raul P. de Guzman, College of Public Administration, from Professor VII to Professor VIII.

Salvador H. Escudero III, College of Veterinary Medicine, from Associate Professor IV to Professor I.

Gloria D. Feliciano, Institute of Mass Communication, from Professor VII to Professor VIII.

Araceli P. Garcia, Instituto de Español, from Professor III to Professor IV.

Sergio S. Gasmen, Comprehensive Community Health Program, from Assistant Professor IV to Associate Professor I.

Edgardo C. Gomez, Marine Sciences Center, from Assistant Professor IV to Associate Professor I.

Jose T. Joya, Jr., College of Fine Arts, from Professor II to Professor IV.

Aurelio T. Juguilon, College of Architecture, from Professor VI to Professor VII.

Rogelio O. Juliano, College of Fisheries, from Professor II to Professor III.

Ruby K. Mangahas, College of Music, from Professor VI to Professor VII.

Aparicio H. Mequi, Department of Physical Education, from Assistant Professor IV to Associate Professor I.

Nestor P. Perez, College of Dentistry, from Associate Professor III to Professor I.

Ursula G. Picache, Institute of Library Science, from Associate Professor III to Professor I.

Ramon C. Portugal, Institute of Environmental Planning, from Professor VII to Professor VIII.

Paz G. Ramos, College of Education, from Professor VII to Professor VIII.

Dionisia A. Rola, U.P. College Iloilo, from Professor V to Professor VI.

Salvador R. Salceda, Philippine Eye Research Institute, from Associate Professor II to Associate Professor III.

Nestor M. Santiago, University Health Service, from Director, with rank of Professor III to Director, with rank of Professor IV.

Emmanuel T. Velasco, College of Business Administration, from Associate Professor II to Associate Professor IV.

PRESIDENTIAL DECISIONS

The President approved the following appointments, reappointments, promotions, increases in salary, and other related matters:

Bonifacio A. Abaya as Program Development Associate, Program Development Staff, Office of the President, effective November 1, 1975 until January 31, 1976; renewal of additional assignment as Program Development Associate, Program Development Staff, Office of the President, effective February 1, 1976 until February 29, 1976.

Angeles Abellera, increase in salary from Assistant Professor II to Assistant Professor III in Biological Science, U.P. College Baguio, effective March 1, 1976.

Paterno M. Abellera, increase in salary from Instructor I to Instructor III in Educational Administration, College of Education, effective December 1, 1975 until May 31, 1976.

Cynthia Aberion, increase in salary from Assistant Professor I to Assistant Professor II of Pharmacy, Comprehensive Community Health Program, effective January 1, 1976.

Virginia G. Abiad, increase in salary from Assistant Professor I to Assistant Professor II of Economics, U.P. College Baguio, effective December 1, 1975.

Emelina B. Abog, increase in salary from Instructor I to Instructor II in Oral Diagnosis and Treatment Planning, College of Dentistry, effective December 1, 1975 until May 31, 1976.

Teresita P. Acevedo, increase in salary from Assistant Professor I to Assistant Professor III of Food Science and Nutrition, College of Home Economics, effective December 1, 1975.

Pedro R. Acierto, extension of appointment as Executive Secretary, Community Development Research Council, effective February 1, 1976 until June 30, 1976.

Mercedes O. Adorio, increase in salary from Instructor II to Instructor IV in Special Education, College of Education, effective December 1, 1975.

Eduardo J. Advincula as Lecturer, U.P.-NMYC-NCSO Statistical Manpower Training, Statistical Center, effective January 5, 1976 until January 23, 1976.

Lourdes A. Africa, renewal of supplementary appointment as Lecturer/Preceptor, Anesthesiology Center Western Pacific, College of Medicine, effective December 1, 1975 until June 30, 1976.

Virgilio C. Aganon as Editorial Consultant, Cooperative Regional Development Project, National Development Research Center, effective December 1, 1975 until December 31, 1975.

Lucille C. Agas, increase in salary from Instructor I to Instructor III in Humanities, U.P. College Cebu, effective December 1, 1975 until May 31, 1976.

Luis M. Alarilla, reappointment to additional assignment as Officer-in-Charge, Office of the Secretary, College of Education, effective January 13, 1976 until the return of Julieta Savellano from maternity leave, but not later than May 31, 1976.

Consolacion R. Alaras, promotion in rank and salary from Instructor III to Assistant Professor I of English, U.P. College Manila, effective January 1, 1976 until May 31, 1976.

Patricia Alcarez, renewal of appointment with increase in salary as Librarian II (part-time), University Library, effective January 1, 1976 until June 30, 1976.

Antonio G. Alcid as Live-in Supervisor, Department of Physical Education, effective February 1, 1976 until May 31, 1976.

Ma. Concepcion P. Alfiler, reclassification of position with promotion in rank and salary from Research Associate to Researcher I, Research and Publications Program, College of Public Administration, effective December 1, 1975.

Herminia M. Alfonso, increase in salary from Assistant Professor III to Assistant Professor IV of Communication, Institute of Mass Communication, effective December 1, 1975.

Atilio V. Alicio, increase in salary from Instructor II to Instructor IV in Spanish, U.P. College Manila, effective December 1, 1975 until May 31, 1976.

Sofia M. Aliño, increase in salary from Instructor II to Instructor III in Social Studies, High School Department, U.P. College Cebu, effective December 1, 1975 until May 31, 1976.

Rosario L. Alonzo, increase in salary from Instructor II to Instructor III in English, High School Department, U.P. College Baguio, effective March 1, 1976 until May 31, 1976.

Cynthia Alvarez, increase in salary as Librarian II, University Library, effective December 1, 1975.

Ignacio U. Alvizo, increase in salary as Management Specialist I, Institute for Small-Scale Industries, effective January 1, 1976.

John C. Ang as Instructor IV in Physiology, College of Medicine, effective November 3, 1975 until May 31, 1976.

Belen B. Angeles, reclassification of position with promotion in rank and salary from Librarian III to Librarian IV, University Library, effective December 1, 1975.

Josefina E. Angeles, increase in salary as Science Education Specialist I, Science Education Center, effective December 1, 1975.

Leticia E. Aquino, increase in salary as Librarian II, Institute for Small-Scale Industries, effective February 1, 1976.

Sonia T. Aquino as Special Lecturer in Management for Small Industries, U.P. College Tacloban, effective June 2, 1976.

Bienvenido M. Aragon as Program Development Associate, Program Development Staff, Office of the President, effective November 1, 1975 until April 30, 1976.

Rafaelita Araullo, increase in salary from Instructor I to Instructor II in Public Health, Comprehensive Community Health Program, effective December 1, 1975 until May 31, 1976.

Leila C. Arias, increase in salary from Instructor I to Instructor III in Physical Education, Department of Physical Education, effective December 1, 1975.

Amelia S. Asencion, promotion in rank and salary from Instructor IV to Assistant Professor I of

Biological Sciences, U.P. College Manila, effective December 1, 1975 until May 31, 1976.

Pacifico Austria, increase in salary as Librarian IV, University Library, effective December 1, 1975.

Froilan M. Bacungan as Contributing Editor—Labor Relations Law, Philippine Jurisprudence Project, Law Center, effective January 2, 1976 until June 30, 1976.

Salvacion G. Bailon, increase in salary from Assistant Professor I to Assistant Professor III of Community Nursing, College of Nursing, effective December 1, 1975.

Altagracia Balane, reclassification of position with promotion in rank and salary from Librarian I to Librarian II, University Library, effective December 1, 1975.

Evelyn V. Baldeviso, increase in salary from Instructor I to Instructor III in Mathematics, U.P. College Iloilo, effective December 1, 1975 until May 31, 1976.

Nestor Balmores, increase in salary as Training Specialist I, Office of Administrative Personnel Services, effective December 1, 1975; transfer from the Office of Administrative Personnel Services and reclassification of position with increase in salary from Training Specialist I to Instructor V in Educational Administration, College of Education, effective January 5, 1976 until the return of Rufino Eslao from a leave of absence, but not later than May 31, 1976.

Consuelo S. Baluyut, increase in salary from Instructor I to Instructor III in Microbiology, College of Veterinary Medicine, effective December 1, 1975 until May 31, 1976.

Primitivo M. Baluyut, renewal of appointment as Chairman, Department of Zootechnics, College of Veterinary Medicine, effective January 1, 1976 until December 31, 1978.

Helen V. Bañez, promotion in rank and salary from Instructor IV to Assistant Professor I of English, U.P. College Cebu, effective December 1, 1975 until May 31, 1976.

Lourdes M. Banzon, increase in salary from Dentist (with rank of Instructor I) to Dentist (with rank of Instructor III), University Health Service, effective December 1, 1975 with 1/3 subsistence when on regular duty and privilege of limited practice of profession after office hours and outside the University premises.

Benita Maria P. Barros, increase in salary from Instructor I to Instructor II in Physical Education, effective December 1, 1975 until May 31, 1976.

Magpuri Bataclan, renewal of supplementary appointment as Lecturer/Preceptor, Anesthesiology Center Western Pacific, College of Medicine, effective December 1, 1975 until June 30, 1976.

Luviminda Bautista, increase in salary as Librarian II, University Library, effective December 1, 1975.

Nestor S. Bautista, renewal of additional assignment as Lecturer/Preceptor, Anesthesiology Center Western Pacific, College of Medicine, effective December 1, 1975 until June 30, 1976.

Cynthia Baviera, increase in salary from Instructor I to Instructor II in Pathology, College of Medicine, effective December 1, 1975 until the return of Jose Manaligod from a leave of absence, but not later than May 31, 1976.

Carlos C. Baylon as Acting Pond Superintendent, Inland Fisheries Project, Brackishwater Aquaculture Center, Leganes, Iloilo, College of Fisheries, effective January 1, 1976 until May 31, 1976.

Marite G. Belarmino, increase in salary from Instructor II (part-time) to Instructor III in Occupational Therapy (part-time), School of Allied Medical Professions, College of Medicine, effective January 1, 1976 until May 31, 1976.

Marietta Belleza, increase in salary from Instructor II to Instructor III in Music, University High School, College of Education, effective December 1, 1975.

Ma. Cristina E. Benedicto as Instructor I in English and Speech, U.P. College Cebu, effective October 21, 1975 until May 31, 1976.

Juanito B. Billote, increase in salary from Assistant Professor II (part-time) to Assistant Professor IV of Pathology (part-time), College of Medicine, effective December 1, 1975.

Ernesto S. Borromeo, increase in salary from Assistant Professor I to Assistant Professor III of Physics, U.P. College Iloilo, effective January 1, 1976.

Salustiana M. Braganza, increase in salary from Physician (with rank of Assistant Professor I) to Physician (with rank of Assistant Professor III), University Health Service, effective January 5, 1976, with 1/3 subsistence when on regular duty, full subsistence when on 24 hours duty and privilege to practice after office hours and outside the campus.

Leonor Fe S. Brawner, increase in salary from Instructor II to Instructor IV in Physical Education, Department of Physical Education, effective December 1, 1975.

Juanita B. Brillante, increase in salary from Instructor III to Instructor IV in Mathematics and Chemistry, U.P. College Baguio, effective December 1, 1975 until May 31, 1976.

Eryl Gil A. Buan, renewal of appointment as Program Development Associate, Program Development Staff, Office of the President, effective January 1, 1976 until December 31, 1976.

Martha Elizabeth M. Buenaventura, increase in salary from Instructor I to Instructor II in Hotel and Restaurant Administration, College of Home Economics, effective December 1, 1975 until May 31, 1976.

Rosa Bulaong, increase in salary as Librarian II, University Library, effective December 1, 1975 until June 30, 1976.

Lawlita N. Cabahug, increase in salary from Instructor I to Instructor II, High School Department, U.P. College Cebu, effective December 1, 1975 until May 31, 1976.

Estela C. Calderon, reclassification of position with promotion in rank and salary from Instructor V to Assistant Professor I, University Elementary School, College of Education, effective December 1, 1975.

Gloria C. Caldito, increase in salary from Assistant Professor II to Assistant Professor III of Statistics, Statistical Center, effective January 1, 1976.

Teodorico P. Calica, increase in salary as Training Specialist II, Asian Labor Education Center, effective December 1, 1975.

Arsenio S. Camacho, increase in salary from Assistant Professor II to Assistant Professor IV of Inland Fisheries, College of Fisheries, effective December 1, 1975; renewal of appointment as Project Leader, Inland Fisheries Project, Brackishwater Aquaculture Center, Leganes, Iloilo, College of Fisheries, effective January 1, 1976 until December 31, 1976.

Rodolfo Canto, increase in salary from Assistant Professor II to Assistant Professor III of Physical Education, Department of Physical Education, effective December 1, 1975.

Manuel A. Caoili, increase in salary from Assistant Professor I to Assistant Professor III of Public Administration, College of Public Administration, effective December 1, 1975.

Lanniene S. Capalad, increase in salary as Research Associate, Science Education Center, effective December 1, 1975.

Lourdes R. Carale, increase in salary as Research Associate, Science Education Center, effective December 1, 1975.

Reynaldo R. Caratao as Senior Lecturer in Political Science, U.P. College Cebu, effective October 21, 1975 until May 31, 1976.

Ma. Aurora A. Carbonell as Lecturer in Public Administration, U.P. College Tacloban, effective October 27, 1975 until May 31, 1976.

Benjamin V. Cariño as Consultant, Calamba Planning and Zonification Project, Institute of Environmental Planning, effective January 1, 1976 until March 31, 1976.

Aida L. Carillo as Lecturer, U.P.-NMYC-NCSO Statistical Manpower Training, Statistical Center, effective January 5, 1976 until January 23, 1976.

Gladys C. Casambre, promotion in rank and salary from Instructor IV to Assistant Professor I of Biological Sciences, U.P. College Manila, effective December 1, 1975.

Julie Q. Casel, increase in salary as Research Associate, Asian Labor Education Center, effective December 1, 1975.

Anna Francisca T. Castañeda, increase in salary from Instructor I to Instructor II in Family Life and Child Development, College of Home Economics, effective December 1, 1975 until May 31, 1976.

Fatima Castillo, increase in salary from Instructor II to Instructor III in History, U.P. College Manila, effective December 1, 1975 until May 31, 1976.

Carlos C. Castro, increase in salary from Assistant Professor I to Assistant Professor III of Fine Arts, College of Fine Arts, effective December 1, 1975.

Glenda Castro, increase in salary from Instructor II to Instructor III in Physical Education, Department of Physical Education, effective December 1, 1975 until May 31, 1976.

Edgardo H. Celeste, increase in salary from Instructor I to Instructor IV in Physiology, College of Medicine, effective December 1, 1975 until May 31, 1976.

Eduardo M. Celo, promotion in rank and salary from Instructor IV to Assistant Professor I of Veterinary Medicine and Surgery, College of Veterinary Medicine, effective December 1, 1975.

Elvira Cervantes, increase in salary as Librarian I, University Library, effective December 1, 1975.

Roberto R. Chabet, increase in salary from Assistant Professor I to Assistant Professor III of Fine Arts, College of Fine Arts, effective December 1, 1975.

Prudencia V. Conlu as Officer for Student Relations, College of Fisheries, effective October 1, 1975 until September 30, 1976.

Thelma F. Corcega, increase in salary from Instructor II to Instructor IV in Community Nursing, College of Nursing, effective December 1, 1975.

Evelyn Ramos L. Cortez, increase in salary as Researcher I, Philippine Eye Research Institute, effective December 1, 1975.

Fe G. Cristobal, increase in salary asTraining Specialist I, Asian Labor Education Center, effective December 1, 1975.

Cenon R. Cruz, transfer to a salaried item as Assistant Professor I (part-time), Anesthesiology Center Western Pacific, College of Medicine, effective December 1, 1975 until June 30, 1976.

Erlinda B. Cruz, increase in salary from Instructor I to Instructor II in Nursing, College of Nursing, effective December 1, 1975 until May 31, 1976.

Flora G. Cruz, increase in salary from Assistant Professor I to Assistant Professor II of Mathematics, University High School, College of Education, effective December 1, 1975.

Juana G. Cruz, increase in salary from Physician (with rank of Instructor I) to Physician (with rank of Instructor III), University Health Service, effective December 1, 1975 until the return of Paz I. Cruz from a leave of absence, but not later than June 30, 1976, with 1/3 subsistence when on regular duty, with full subsistence when on 24 hours duty, with privilege of limited practice of profession after office hours outside the University, but subject to call any time by the University Health Service.

Juanito P. Cruz, increase in salary from Physician (with rank of Assistant Professor I) to Physician (with rank of Assistant Professor III), University Health Service, effective December 1, 1975, with 1/3 subsistence when on regular duty, full subsistence when on 24 hours duty and privilege to practice after office hours and outside the campus.

Lourdes J. Cruz, renewal of appointment as Project Leader in a research project titled "Biogenesis of Mitochondria," Natural Science Research Center, effective November 1, 1975 until June 30, 1976; renewal of appointment as Project Leader in a research project titled "Coordinate Control of Respiration and Macromolecular Synthesis," Natural Science Research Center, effective November 1, 1975 until June 30, 1976.

Lilian Cuanang, increase in salary as Librarian II, University Library, effective December 1, 1975.

Rosa Ester T. Cuna, increase in salary from Assistant Professor III to Assistant Professor V of English, U.P. College Tacloban, effective December 1, 1975.

Rolando Danao as Project Leader in a research project titled "Some Problems in Single Processor Scheduling," Natural Science Research Center, effective January 16, 1976 until June 30, 1976.

Teresita N. Dasmariñas, increase in salary from Instructor I to Instructor IV in Botany, U.P. College Manila, effective December 1, 1975 until May 31, 1976.

Petronilo Bn. Daroy, extension of appointment as Acting Chairman, Department of Filipino and Philippine Languages, College of Arts and Sciences, effective January 1, 1976 until April 30, 1976.

Antonio Dayrit, increase in salary as Librarian I, University Library, effective December 1, 1975.

Jose Ma. de Castro as Consulting Design Engineer, Infrastructure Development Program, Office of the President, effective December 16, 1975 until March 15, 1976.

Adolfo M. de Guzman, increase in salary from Assistant Professor I to Assistant Professor II of Mathematics, U.P. College Baguio, effective March 1, 1976 until May 31, 1976.

Braulio A. de Castro, Jr., renewal of supplementary appointment as Lecturer/Preceptor, Anesthesiology Center Western Pacific, College of Medicine, effective December 1, 1975 until June 30, 1976.

Eliseo A. de Guzman, increase in salary from Instructor III to Instructor IV in Demography, Population Institute, effective December 1, 1975 until May 31, 1976.

Fe de Guzman, increase in salary as Research Associate, Science Education Center, effective December 1, 1975.

Gloria M. de Guzman, promotion in rank and salary from Researcher I to Research II, Philippine Executive Academy, effective December 1, 1975.

Gonzalo de Guzman, increase in salary from Instructor I to Instructor II in Physics, U.P. College Baguio, effective March 1, 1976 until May 31, 1976.

Emilinda V. de Jesus, increase in salary as Librarian III, University Library, effective December 1, 1975.

Ma. Leonora V. de Jesus, reclassification of position from Instructor II to Lecturer in Psychology, College of Arts and Sciences, effective January 1, 1976 until May 31, 1976.

Madrileña L. dela Cerna, increase in salary from Instructor I to Instructor II, High School Department, U.P. College Cebu, effective December 1, 1975 until May 31, 1976.

Domingo dela Cruz, increase in salary from Instructor I to Instructor II in Anatomy, College of Medicine, effective December 1, 1975 until May 31, 1976.

Dionisia R. de la Paz, increase in salary from Instructor IV to Instructor V in Demography, Population Institute, effective December 1, 1975 until May 31, 1976.

Reynaldo de la Paz, as Project Leader in a research project titled "Land Vertebrates of Marinduque Island," Natural Science Research Center, effective January 16, 1976 until June 30, 1976.

Alejandro S. de Leon, increase in salary as Researcher II, Philippine Eye Research Institute, effective December 1, 1975; renewal of appointment as Assistant Director, Philippine Eye Research Institute, effective January 1, 1976 until December 31, 1976.

Angeles Morales de Leon, increase in salary from Physician (with rank of Assistant Professor III), part-time, to Physician (with rank of Assistant Professor V), part-time, University Health Service, effective December 1, 1975, with 1/3 subsistence when on regular duty and privilege of limited practice of profession after office hours outside the University, but subject to call any time by the University Health Service.

Lily T. de Leon as Design Architect, Infrastructure Development Program, Office of the President, effective November 16, 1975 until June 30, 1976.

Mely C. de Leon, increase in salary from Assistant Professor I to Assistant Professor III of Nursing, College of Nursing, effective December 1, 1975.

Filoteo V. Delfin, increase in salary from Assistant Professor I to Assistant Professor II of Spanish, U.P. College Tacloban, effective December 1, 1975.

Patrocinio M. de los Reyes, increase in salary from Instructor II to Instructor IV in Biological Sciences, U.P. College Tacloban, effective December 1, 1975 until May 31, 1976.

Pacifico V. de Ocampo, Jr. increase in salary as Researcher I, Philippine Eye Research Institute, effective December 1, 1975.

Ricardo de Ungria, increase in salary from Instructor I to Instructor III in Humanities, U.P. College Manila, effective December 1, 1975 until May 31, 1976.

Ma. Theresa L. de Villa, increase in salary from Instructor II to Iinstructor III in English, University High School, College of Education, effective December 1, 1975.

Miguel C. Diño, reappointment as Training and Operations Officer, Department of Military Science and Tactics, effective January 2, 1976 until recalled by the Armed Forces of the Philippines.

Jose W. Diokno as Contributing Editor— Treatise on Evidence, Philippine Jurisprudence Project, Law Center, effective January 2, 1976 until June 30, 1976.

Lilybelle N. Dolorico, increase in salary as Librarian I, University Library, effective December 1, 1975.

Generosa T. Domingo, increase in salary as Librarian III, University Library, effective December 1, 1975.

Rolando T. Domingo, promotion in rank and salary from Instructor II to Assistant Professor I of Social Sciences, U.P. College Manila, effective December 1, 1975 until May 31, 1976.

Erlinda G. Cambay Dona, increase in salary from Dentist (with rank of Instructor III) to Dentist (with rank of Instructor IV), University Health Service, effective December 1, 1975 until June 30, 1976, with 1/3 subsistence when on regular duty and privilege of limited practice of profession after office hours and outside the University premises.

Ma. Luisa C. Doronila, increase in salary from Assistant Professor I to Assistant Professor II of English,

University High School, College of Education, effective December 1, 1975.

Robert Dulay, reclassification of position with increase in salary from Resident Physician to Instructor I (Senior Resident) in Radiology, College of Medicine, and Chief Resident, Philippine General Hospital, effective January 1, 1976 until June 30, 1976.

Elnora E. Duque, increase in salary from Assistant Professor I to Assistant Professor II of Public Health Administration, Institute of Public Health, effective December 1, 1975.

Antonio R. Eco, increase in salary as Training Specialist II, Asian Labor Education Center, effective December 1, 1975.

Saleedo L. Eduardo, increase in salary from Instructor III to Instructor IV in Parasitology and Protozoology, College of Veterinary Medicine, effective December 1, 1975 until May 31, 1976.

Lydia M. Egay, renewal of appointment with increase in salary from Assistant Professor II to Assistant Professor IV, Anesthesiology Center Western Pacific, College of Medicine, effective December 1, 1975 until May 31, 1976.

Maxima Elagio, increase in salary as Librarian II, University Library, effective December 1, 1975.

Jose N. Endriga, renewal of appointment as Program Development Associate, Program Development Staff, Office of the President, effective February 1, 1976 until June 30, 1976.

Francisca L. Erece, increase in salary from Assistant Professor III to Assistant Professor IV of Education, U.P. College Baguio, effective March 1, 1976.

Primitivo G. Ereno, increase in salary from Instructor II to Instructor IV in Filipino, High School Department, U.P. College Cebu, effective December 1, 1975 until May 31, 1976.

Patrocinio D. Escobar, increase in salary as Researcher II, Office of the Vice-President for Academic Affairs, effective January 1, 1976.

Miguel B. Escoto as Member, Coordinating Committee (Engineering) and Senior Design Engineer, Infrastructure Development Program, Office of the President, effective November 16, 1975 until June 30, 1976.

Clementina J. Esguerra, increase in salary as Science Education Specialist II, Science Education Center, effective December 1, 1975.

Ester B. Esguerra, increase in salary from Instructor III to Instructor IV in English, University High School, College of Education, effective December 1, 1975.

Jocelyn S. Esguerra, increase in salary from Instructor I to Instructor III in Physics, U.P. College Manila, effective December 1, 1975 until May 31, 1976.

Alejandro España, increase in salary as Librarian II, University Library, effective December 1, 1975.

Christopher P. Espina, increase in salary from Instructor III to Instructor IV in Architecture, College of Architecture, effective December 1, 1975 until May 31, 1976.

Lourdes M. Espinoza, increase in salary from Instructor II to Instructor III in Political Science, U.P. College Manila, effective January 1, 1976 until May 31, 1976.

Corazon Estavillo, increase in salary as Librarian II, University Library, effective December 1, 1975.

Zenaida Evangelista, increase in salary from Instructor I to Instructor II in Physical Education, High School Department, U.P. College Baguio, effective March 1, 1976 until May 31, 1976.

Rosalie B. Faderon, increase in salary as Librarian II, University Library, effective December 1, 1975.

Myrna Feliciano, increase in salary as Librarian IV, University Library, effective December 1, 1975; as Program Development Associate, Program Development Staff, Office of the President, effective November 1, 1975 until January 31, 1976; renewal of appointment as Program Development Associate, Program Development Staff, Office of the President, effective February 1, 1976 until February 29, 1976.

Victor C. Feliciano, increase in salary from Instructor I to Instructor III in Agribusiness, College of Business Administration, effective December 1, 1975 until May 31, 1976.

Amelia R. Fernandez, increase in salary from Assistant Professor I (part-time) to Assistant Professor III of Pediatrics (part-time), College of Medicine, and Attending Pediatrician (part-time), Philippine General Hospital, effective December 1, 1975.

Pepito M. Fernandez, promotion in rank and salary from Instructor IV to Assistant Professor I of Inland Fisheries, College of Fisheries, effective January 1, 1976.

Corazon V. Ferreol, promotion in rank and salary from Instructor IV to Assistant Professor I of Public Health Administration, Institute of Public Health, effective December 1, 1975 until May 31, 1976.

Resurreccion Ferrer, increase in salary as Librarian II, University Library, effective December 1, 1975.

Susana S. Ferrer, increase in salary as Librarian III, University Library, effective December 1, 1975.

Simplicia V. Flor Cruz, increase in salary from Instructor I to Instructor II in Veterinary Medicine, College of Veterinary Medicine, effective December 1, 1975 until May 31, 1976.

Florentino A. Flores, increase in salary from Instructor I to Instructor II in Fisheries, College of Fisheries, effective December 1, 1975 until May 31, 1976.

Trinidad S. Flores, increase in salary from Assistant Professor III to Assistant Professor IV of Home Economics, University High School, College of Education, effective December 1, 1975.

Minda J. Formacion, increase in salary from Instructor I to Instructor III in Zoology, U.P. College Iloilo, effective December 1, 1975.

Estelita R. Galamay, increase in salary from Instructor I to Instructor III in Philosophy, U.P. College Baguio, effective December 1, 1975 until May 31, 1976.

Zenaida Galang, increase in salary as Librarian II, University Library, effective December 1, 1975.

Ma. Minerva Galicia, increase in salary from Instructor II to Instructor III in Mathematics, U.P. College Baguio, effective March 1, 1976 until May 31, 1976.

Elvira R. Galvez, promotion in rank and salary from Research Associate to Researcher I, Science Education Center, effective December 1, 1975.

Corazon L. Garcia, increase in salary from Instructor I to Instructor III in Family Life and Child Development, College of Home Economics, effective December 1, 1975 until May 31, 1976.

Mariano E. Garcia, increase in salary from Assistant Professor I to Assistant Professor II of Statistics, Statistical Center, effective January 1, 1976.

Miflora M. Gatchalian, increase in salary from Assistant Professor II to Assistant Professor III of Food Science and Nutrition, College of Home Economics, effective December 1, 1975.

Pacita C. Gavino, promotion in rank and salary from Instructor IV to Assistant Professor I of Humanities, U.P. College Manila, effective December 1, 1975 until May 31, 1976.

Miguelito Gayanilo, increase in salary from Instructor I to Instructor II in Pathology, College of Medicine, effective December 1, 1975 until the return of Benjamin Canlas from a WHO fellowship, but not later than May 31, 1976.

Haydee Geduspan, increase in salary from Instructor I to Instructor III in Chemistry, U.P. College Iloilo, effective December 1, 1975.

Ma. Lourdes Genato, increase in salary from Instructor II to Instructor III in Political Science, U.P. College Manila, effective December 1, 1975 until May 31, 1976.

Nancy General, increase in salary as Librarian II, University Library, effective December 1, 1975.

Aurora S. Genuino, increase in salary from Assistant Professor I (part-time) to Assistant Professor III of Pediatrics (part-time), College of Medicine, and Attending Pediatrician (part-time), Philippine General Hospital, effective December 1, 1975.

Virgilio T. Genuino, transfer to a salaried item as Assistant Professor I (part-time), Anesthesiology Center Western Pacific, College of Medicine, effective December 1, 1975 until June 30, 1976.

Mariano S. Geronimo, renewal of appointment and reclassification of position from Deputy Director to Assistant Director, Anesthesiology Center Western Pacific, College of Medicine, without compensation, effective December 1, 1975 until June 30, 1976.

Soledad J. Go, increase in salary from Instructor I to Instructor II in Political Science, U.P. College Baguio, effective March 1, 1976 until May 31, 1976.

Quintin J. Gomez, renewal of supplementary appointment as Director, Anesthesiology Center Western Pacific, College of Medicine, effective December 1, 1975 until June 30, 1976.

Amado S. Gonzales, increase in salary from Instructor II to Instructor III in Veterinary Medicine, College of Veterinary Medicine, effective December 1, 1975 until May 31, 1976.

Benito C. Gonzales, increase in salary as Training Specialist III, Asian Labor Education Center, effective December 1, 1975.

Mildred J. Gonzales, increase in salary from Assistant Professor I to Assistant Professor III of English, U.P. College Iloilo, effective January 1, 1976.

Cecile Plantilla Gonzales as Instructor IV in Pharmacology, College of Medicine, effective January 5, 1976 until May 31, 1976.

Yolanda Granda, transfer to another item with increase in salary as Librarian II, University Library, effective December 1, 1975.

Antonio L. Gregorio as Contributing Editor — Criminal Law in General, Philippine Jurisprudence Project, Law Center, effective January 2, 1976 until June 30, 1976.

Lucille C. Gregorio, reclassification of position with increase in salary from Administrative Officer to Researcher II, Science Education Center, effective January 1, 1976.

Lina Ll. Guadiz, increase in salary from Instructor I to Instructor III in Public Health, Institute of Public Health, effective December 1, 1975 until the return of Teodora V. Tiglao from a leave of absence, but not latter than May 31, 1976.

Amor C. Guerrero, increase in salary as Librarian IV, University Library, effective December 1, 1975.

Leticia P. Guerrero, increase in salary from Instructor II to Instructor IV in Prosthetic Dentistry, College of Dentistry, effective December 1, 1975 until May 31, 1976.

Siegfried Guerrero, increase in salary from Instructor III to Instructor V in Physical Education, Department of Physical Education, effective December 1, 1975.

Mariano Guillermo as Senior Lecturer in Public Administration, U.P. College Tacloban, effective October 27, 1975 until May 31, 1976.

Reynaldo V. Guioguio, increase in salary from Instructor I to Instructor II in Journalism, Institute of Mass Communication, effective December 1, 1975.

Benjamin T. Gutierrez, increase in salary from Dentist (with rank of Instructor IV) to Dentist (with rank of Instructor V), University Health Service, effective December 1, 1975, with 1/3 subsistence when on regular duty and privilege of limited practice of profession after office hours and outside the University premises.

Namnama P. Hidalgo, increase in salary as Librarian IV, University Library, effective December 1, 1975.

Evalyn G. Hizon, increase in salary from Instructor I to Instructor III in Family and Child Development, College of Home Economics, effective December 1, 1975 until May 31, 1976.

Haw Hui Ho as Lecturer, U.P.-NMYC-NCSO Statistical Manpower Training, Statistical Center, effective January 23, 1976.

Leticia P. Ho as Lecturer in Guidance, College of Education, effective October 27, 1975 until March 31, 1976.

Teresa J. Ho, increase in salary from Instructor III to Instructor IV in Economics, School of Economics, effective January 1, 1976 until May 31, 1976.

Froilan L. Hong as Member, Coordinating Committee (Architecture) and Senior Design Architect, Infrastructure Development Program, Office of the President, effective November 16, 1975 until June 30, 1976; increase in salary from Assistant Professor I to Assistant Professor II of Architecture, College of Architecture, effective December 1, 1975.

May Huntington, increase in salary as Management Specialist I, Office of the Vice-President for Administration, effective January 1, 1976.

Delia A. Ibabao, increase in salary from Instructor I to Instructor III in Chemistry, U.P. College Iloilo, effective December 1, 1975 until May 31, 1976.

Oscar H. Ibarra as Project Leader in a research project titled "Some Problems in Single Processor Scheduling," Natural Science Research Center, effective January 16, 1976 until June 30, 1976.

Rufino H. Ibarra, adjustment of honorarium for additional assignment as Project Leader in a research project titled "Nucleon-Transfer Overlaps," Natural Science Research Center, effective October 1, 1975 until December 31, 1975.

Lea A. Igaya, promotion in rank and salary from Instructor III to Assistant Professor I of Filipino, U.P. College Manila, effective January 1, 1976 until May 31, 1976.

Gabriel U. Iglesias, renewal of appointment as Program Development Associate, Program Development Staff, Office of the President, effective February 1, 1976 until February 29, 1976.

Patricio Ignacio, Jr., increase in salary from Instructor I to Instructor III in Pathology, College of Medicine, effective December 1, 1975 until May 31, 1976.

Juanito A. Ilanan, increase in salary from Instructor II to Instructor IV in Physical Education, Department of Physical Education, effective December 1, 1975.

Manuel C. Inoc, increase in salary as Training Specialist I, Asian Labor Education Center, effective December 1, 1975 until June 30, 1976.

Priscilla Intengan, increase in salary as Librarian II, Office of the President, effective December 1, 1975.

Artemio O. Isidro, increase in salary from Instructor III to Instructor V in Physical Education, Department of Physical Education, effective December 1, 1975.

Generoso V. Jacinto as Contributing Editor — Special Proceedings, Philippine Jurisprudence Project, Law Center, effective January 1, 1976 until June 30, 1976.

Neva A. Jardenil, increase in salary from Instructor II to Instructor IV in English, U.P. College Iloilo, effective December 1, 1975.

Aileen Riego Javier, increase in salary from Instructor I to Instructor III in Pathology, College of Medicine, effective December 1, 1975 until May 31, 1976.

Arsenio I. Jimenez, increase in salary from Assistant Professor III to Assistant Professor IV of Community Health, Institute of Public Health, effective December 1, 1975.

Ma. Carmen Jimenez, transfer to non-substitute status as Instructor II in Psychology, College of Arts and Sciences, effective January 1, 1976 until May 31, 1976.

Ma. Concepcion Jimenez as Research Associate III, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective January 1, 1976 until June 30, 1976.

Wilhelmina R. Jingco, increase in salary as Programmer II, Computer Center, effective January 1, 1976.

Ma. Lourdes S. Joves, reclassification of position with promotion in rank and salary from Senior Research Assistant to Research Associate, Research and Publications Program, College of Public Administration, effective December 1, 1975.

Nonette L. Jueco, increase in salary from Assistant Professor I to Assistant Professor II of Parasitology, Institute of Public Health, effective December 1, 1975.

Aurelio T. Juguilon as Program Coordinator, Infrastructure Development Program, Office of the President, effective November 16, 1975 until June 30, 1976.

Raul P. Julian as Lecturer in Statistics, U.P.-NMYC-NCSO Statistical Manpower Training, Statistical Center, effective January 17, 1976 until March 20, 1976.

Quintin L. Kintanar, renewal of supplementary appointment as Lecturer/Preceptor, Anesthesiology Center Western Pacific, College of Medicine, effective December 1, 1975 until June 30, 1976.

Reynaldo L. Kintanar, increase in salary as Research Associate, Local Government Center, College of Public Administration, effective December 1, 1975.

Gloria F. Labao, increase in salary from Assistant Professor II to Assistant Professor III of Fisheries Technology, College of Fisheries, effective January 1, 1976.

Leonor C. Lago, promotion in rank and salary from Instructor IV to Assistant Professor II of Dentistry, College of Dentistry, effective December 1, 1975.

Gloria L. Lanot, increase in salary from Assistant Professor III to Assistant Professor V of Piano, College of Music, effective January 1, 1976.

Leticia S.M. Lantican, increase in salary from Assistant Professor I to Assistant Professor III of Psychiatric Nursing, College of Nursing, effective December 1, 1975.

Jose C. Laquindanum as Consultant in Developing Planning, U.P. College Tacloban, effective September 1, 1975 until June 30, 1976.

Josephine Lazatin, increase in salary as Librarian II, University Library, effective December 1, 1975.

Jose Antonio League as Research Associate II, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective January 1, 1976 until June 30, 1976.

Rosita G. Leodones, increase in salary as Training Associate, Institute for Small-Scale Industries, effective January 1, 1976.

Teodoro B. Ledesma, increase in salary from Assistant Professor I to Assistant Professor III of Social Sciences, U.P. College Iloilo, effective January 1, 1976.

Teresita Ledesma, increase in salary as Librarian III, University Library, effective December 1, 1975.

Minda Licuanan, increase in salary as Librarian II, University Library, effective December 1, 1975.

Melchor M. Lijauco, increase in salary from Assistant Professor I to Assistant Professor III of Inland Fisheries, College of Fisheries, effective December 1, 1975.

Guerilio Lim, reappointment as Instructor I in Surgery (part-time), College of Medicine, and Attending Surgeon (part-time), Philippine General Hospital, effective June 1, 1975 until May 31, 1976; promotion in rank and salary from Instructor I (part-time) to Assistant Professor I of Surgery (part-time), Col-

lege of Medicine, and Attending Surgeon (part-time), Philippine General Hospital, effective December 1, 1975 until May 31, 1976.

Lewanda Bertha M. Lim as Program Development Associate, Program Development Staff, Office of the President, effective December 1, 1975 until December 31, 1975.

Augusto L. Lingao, increase in salary from Assistant Professor I (part-time) to Assistant Professor III of Medicine (part-time), College of Medicine, and Attending Physician (part-time), Philippine General Hospital, effective December 1, 1975.

Mary Ampil Litonjua, reappointment as Lecturer/Preceptor, Anesthesiology Center Western Pacific, College of Medicine, effective December 1, 1975 until June 30, 1976.

Encarnacion Lopez, increase in salary as Librarian III, University Library, effective December 1, 1975.

Nellie C. Lopez, promotion in rank and salary from Instructor IV to Assistant Professor I of Inland Fisheries, College of Fisheries, effective December 1, 1975.

Albino C. Lumen, increase in salary from Assistant Professor I to Assistant Professor II of Mathematics, U.P. College Tacloban, effective December 1, 1975.

Teofilo B. Lutao, promotion in rank and salary from Instructor III to Assistant Professor I of Mathematics, High School Department, U.P. College Cebu, effective December 1, 1975 until May 31, 1976.

Jacquelyn S. Mabesa, increase in salary from Instructor II to Instructor IV in Special Education, College of Education, effective March 1, 1976 until May 31, 1976.

Ma. Luisa Mabunay, increase in salary from Instructor I to Instructor II in Social Sciences, U.P. College Iloilo, effective April 1, 1976 until May 31, 1976.

Marcia E. Macalinao, increase in salary from Physician (with rank of Instructor I) to Physician (with rank of Instructor III), University Health Service, effective December 1, 1975 until June 30, 1976, with 1/3 subsistence when on regular duty, full subsistence when on 24 hours duty and privilege of limited practice of profession outside the University premises.

Esperanza M. Macaranas, increase in salary from Assistant Professor II to Assistant Professor IV of Chemistry, U.P. College Baguio, effective December 1, 1975.

Gloria G. Madamba, increase in salary from Dentist (with rank of Instructor III), to Dentist (with rank of Instructor IV), University Health Service, effective December 1, 1975 until June 30, 1976, with 1/3 subsistence when on regular duty and privilege of limited practice of profession after office hours and outside the University premises.

Carmelita Magno, increase in salary as Librarian II, University Library, effective December 1, 1975.

Policarpia M. Magpili as Acting Secretary, School of Allied Medical Professions, College of Medicine, effective December 29, 1975 until the return of Susan Villegas from a maternity leave, but not later than June 30, 1976.

Josephine G. Mangubat, increase in salary from Assistant Professor II to Assistant III of Education, High School Department, U.P. College Cebu, effective December 1, 1975 until May 31, 1976.

Rosa Mariano, increase in salary as Librarian II, University Library, effective December 1, 1975.

Virginia B. Marks as Lecturer in Construction of Reading Tests, U.P. Extension Division Clark Air Base, effective October 14, 1975 until January 21, 1976.

Edward M. Masa, reclassification of position with promotion in rank and salary from Instructor IV to Assistant Professor II of Political Science, U.P. College Iloilo, effective December 1, 1975.

Mater Mascariñas, increase in salary from Instructor III to Instructor IV in Biological Science, U.P. College Iloilo, effective April 1, 1976 until May 31, 1976.

Nieves Erlinda Mateo, increase in salary from Assistant Professor I to Assistant Professor II of Physical Education, U.P. College Tacloban, effective December 1, 1975.

Ellen M. Mathisen as Lecturer/Preceptor, Anesthesiology Center Western Pacific, College of Medicine, effective December 1, 1975 until June 30, 1976.

Rosita Matro, increase in salary as Librarian I, University Library, effective December 1, 1975.

Bonifacia M. Matutina, increase in salary from Instructor II to Instructor III in Mathematics, University High School, College of Education, effective December 1, 1975 until May 31, 1976.

Corazon C. Maye, increase in salary from Instructor II to Instructor III in English, U.P. College Tacloban, effective December 1, 1975 until May 31, 1976.

Jose Ma. M. Mejia, promotion in rank and salary from Instructor IV to Assistant Professor I of Spanish, U.P. College Baguio, effective December 1, 1975.

Leonarda S. Mendoza, increase in salary from Instructor III to Instructor IV in Fisheries Technology, College of Fisheries, effective January 1, 1976.

Felicidad O. Merced, increase in salary from Instructor II to Instructor III in Home Economics, High School Department, U.P. College Cebu, effective December 1, 1975 until May 31, 1976.

Aurora A. Miñoza, reappointment to additional assignment as Officer-in-Charge, College of Education, effective January 14, 1976 until the return of Paz G. Ramos from Bangkok, Thailand, but not later than February 25, 1976.

Bienvenido T. Miranda, extension of appointment as Director, Natural Science Research Center, effective January 1, 1976 until the appointment of a replacement, but not later than April 30, 1976; as Project Leader in a research project titled "A Filipino Vocabulary for Natural Science," Natural Science Research Center, effective January 16, 1976 until June 30, 1976; adjustment of honorarium for additional assignment as Member, Natural Science Research Center Executive Advisory Council, effective October 6, 1975 until February 28, 1976.

Helen A. Molina, increase in salary from Instructor I to Instructor II in Veterinary Pathology, College of Veterinary Medicine, effective December 1, 1975 until May 31, 1976.

Maximino A. Montenegro, increase in salary from Instructor I to Instructor II in Veterinary Medicine,

College of Veterinary Medicine, effective December 1, 1975 until May 31, 1976.

Irma H. Monzon, increase in salary from Instructor III to Instructor V in Physiology, College of Medicine, effective January 1, 1976 until May 31, 1976.

Angelita C. Muñoz, increase in salary from Research Associate, Step 3, to Research Associate, Step 4, Population Institute, effective December 1, 1975.

Presentacion L. Negrillo as Guidance Associate, U.P. College Baguio, effective November 17, 1975 until May 31, 1976.

Daniel T. Nellas, increase in salary from Instructor III to Instructor V in Practical Arts, High School Department, U.P. College Cebu, effective December 1, 1975 until May 31, 1976.

Jaime U. Nierras as Environmental Planner, Calamba Planning and Zonification Project, Institute of Environmental Planning, effective January 1, 1976 until March 31, 1976.

Lilia-Flor C. Nievera, reclassification of position with promotion in rank and salary from Senior Research Assistant to Research Associate, Philippine Eye Research Institute, effective December 1, 1975.

Merle dela Cruz Odi, increase in salary from Assistant Professor II to Assistant Professor IV, Anesthesiology Center Western Pacific, College of Medicine, effective December 1, 1975 until May 31, 1976.

Evangeline O. Olivar, increase in salary as Researcher I, Philippine Eye Research Institute, effective December 1, 1975.

George Olivar, promotion in rank and salary from Instructor IV (part-time) to Assistant Professor I of Marketing (part-time), College of Business Administration, effective January 1, 1976 until May 31, 1976.

Imelda C. Ongsiako, increase in salary from Assistant Professor I to Assistant Professor II of Piano, College of Music, effective January 1, 1976.

Vivencio R. Oracion, Jr. as Lecturer/Preceptor, Anesthesiology Center Western Pacific, College of Medicine, effective December 1, 1975 until June 30, 1976.

Quintin F. Oropillas, reclassification of position from Clinical Preceptor to Assistant Professor of Rehabilitation Medicine (part-time), College of Medicine, and Medical Consultant (part-time), Philippine General Hospital, effective October 1, 1975 until May 31, 1976.

Aniceta M. Ortinero, promotion in rank and salary from Instructor III to Assistant Professor I of Philosophy, U.P. College Manila, effective December 1, 1975.

Edna Ortiz, increase in salary as Librarian II, University Library, effective December 1, 1975.

Evangeline M. Ortiz, increase in salary as Research Associate, Institute for Small-Scale Industries, effective January 1, 1976.

Trinidad S. Osteria, increase in salary from Assistant Professor III to Assistant Professor IV of Epidemiology and Biostatistics, Institute of Public Health, effective December 1, 1975.

Vicente Ouaño, reclassification of position with promotion in rank and salary from Lecturer to Senior Lecturer in Natural Science, U.P. College Manila, effective December 1, 1975 until May 31, 1976.

Luz R. Oyales, increase in salary as Training Specialist, Local Government Center, College of Public Administration, effective December 1, 1975.

Josefina Ll. Pabellon, increase in salary as Science Education Specialist I, Science Education Center, effective December 1, 1975.

Felipa E. Pablo, adjustment of honorarium for additional assignment as Project Leader in a research project titled "Pesticide residues in leafy vegetables," Natural Science Research Center, effective October 1, 1975 until Sptember 30, 1976.

Perfecto L. Padilla, increase in salary as Training Specialist III, Local Government Center, College of Public Administration, effective December 1, 1975.

Aurora R. Palacio as Guidance Counselor I, Division of Counseling and Guidance, Office of the Vice-President for Academic Affairs, effective October 20, 1975 until the return of Lilia A. Torres from a fellowship, but not later than March 31, 1976.

Metodio A. Palaypay, increase in salary from Assistant Professor I to Assistant Professor II of Community Medicine, Comprehensive Community Health Program, effective January 1, 1976 until May 31, 1976.

Filemon Palermo, increase in salary as Librarian II, University Library, effective December 1, 1975.

Corbelita J. Palima, increase in salary from Assistant Professor II to Assistant Professor IV of Botany, U.P. College Baguio, effective December 1, 1975.

Judith C. Pambid, reclassification of position with promotion in rank and salary from Instructor IV to Assistant Professor I of Mathematics, University High School, College of Education, effective December 1, 1975.

Anita G. Pangindian, increase in salary from Instructor II to Instructor IV in Mathematics, U.P. College Manila, effective December 1, 1975 until May 31, 1976.

Irma L. Parajas, increase in salary from Assistant Professor I to Assistant Professor II of Community Dentistry, Comprehensive Community Health Program, effective January 1, 1976.

Ma. Divinia Pascua, increase in salary as Librarian II, University Library, effective December 1, 1975 until June 30, 1976.

Dolores M. Pascual, renewal of apopintment with promotion in rank and salary from Lecturer to Senior Lecturer in Special Education, College of Education, effective October 14, 1975 until May 31, 1976.

Juditha A. Pascual, increase in salary from Instructor III to Instructor IV in Food Science and Nutrition, College of Home Economics, effective December 1, 1975 until May 31, 1976.

Perla Patacsil, increase in salary as Librarian II, University Library, effective December 1, 1975.

Evelyn A. Patiño, increase in salary from Instructor I to Instructor II in Biological Science, U.P. College Baguio, effective April 1, 1976 until the return of Ebonia Seraspe, but not later than May 31, 1976.

Natalia Pelayo, increase in salary as Librarian I, University Library, effective December 1, 1975.

Ma. Theresa N. Perdon, increase in salary from Instructor I to Instructor II in Physical Therapy, School of Allied Medical Professions, College of Medicine, effective December 1, 1975 until May 31, 1976.

Consuelo V. Perez, reclassification of position from Lecturer to Instructor III in Spanish, U.P. College Manila, effective October 21, 1975 until May 31, 1976.

Leah D. Perez, promotion in rank and salary from Instructor IV to Assistant Professor II of Dentistry, College of Dentistry, effective December 1, 1975.

Marciana D. Perez, renewal of appointment as Research Associate IV, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective January 1, 1976 until June 30, 1976.

Saviniano M. Perez, Jr., reappointment as Project Officer I, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective January 1, 1976 until June 30, 1976.

Rosalinda P. Piamonte, increase in salary as Librarian II, University Library, effective December 1, 1975.

Niceto S. Poblador, renewal of appointment as Program Development Associate, Program Development Staff, Office of the President, effective February 1, 1976 until June 30, 1976.

June B. Principe, increase in salary from Instructor I to Instructor II in Home Economics, University High School, College of Education, effective December 1, 1975 until May 31, 1976.

Francisco G. Puzon, Jr. as Research Associate I, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective January 1, 1976 until June 30, 1976.

Romeo F. Quijano as Instructor IV in Pharmacology, College of Medicine, effective January 5, 1976 until May 31, 1976.

Zenaida E. Quiray, promotion in rank and salary from Senior Research Assistant to Research Associate, Population Institute, effective December 1, 1975.

Adawey Racal, increase in salary as Librarian I, University Library, effective December 1, 1975.

Erwin F. Ramiscal, increase in salary as Training Specialist I, Institute for Small-Scale Industries, effective February 1, 1976 until June 30, 1976.

Claver P. Ramos, increase in salary from Assistant Professor I (part-time) to Assistant Professor III of Medicine (part-time), College of Medicine, and Attending Physician (part-time), Philippine General Hospital, effective December 1, 1975.

Evelyn V. Ramos, increase in salary from Instructor III to Instructor IV in Social Work, Institute of Social Work and Community Development, effective December 1, 1975 until May 31, 1976.

Thelma Tupasi Ramos, increase in salary from Assistant Professor I (part-time), to Assistant Professor III of Medicine (part-time), College of Medicine, and Attending Physician (part-time), Philippine General Hospital, effective December 1, 1975.

Teofina A. Rapanut, increase in salary from Instructor III to Instructor IV in Mathematics, U.P. College Baguio, effective December 1, 1975 until May 31, 1976.

Alfredo C. Rebillon, increase in salary from Assistant Professor II to Assistant Professor IV of Fine Arts, College of Fine Arts, effective December 1, 1975.

Bernadette G. Recidoro, promotion in rank and salary from Researcher I to Researcher II, Office of Research Coordination, effective January 1, 1976.

Fe N. Reyes, increase in salary from Instructor II to Instructor III in Reading, High School Department, U.P. College Cebu, effective December 1, 1975 until May 31, 1976.

Felisberto G. L. Reyes, renewal of appointment as Chairman, Department of Civil Engineering, College of Engineering, effective January 1, 1976 until December 31, 1978; as Consulting Design Engineer, Infrastructure Development Program, Office of the President, effective December 16, 1975 until March 15, 1976.

Salvador F. Reyes as Consulting Design Engineer, Infrastructure Development Program, Office of the President, effective December 16, 1975 until March 15, 1976.

Belen O. Rillo, increase in salary from Instructor II to Instructor IV in Food Science and Nutrition, College of Home Economics, effective December 1, 1975 until May 31, 1976.

Carolina S. Rionda, automatic promotion from Instructor III to Assistant Professor III of Language Teaching, College of Education, effective December 10, 1975.

Elena Z. Rivera, increase in salary from Instructor I to Instructor III in Humanities, U.P. College Manila, effective December 1, 1975 until May 31, 1976.

Leonor F. Rivera, renewal of supplementary appointment as Lecturer/Preceptor, Anesthesiology Center Western Pacific, College of Medicine, effective December 1, 1975 until June 30, 1976.

Romulo B. Rivera, promotion in rank and salary from Training Specialist I to Training Specialist II, Institute for Small-Scale Industries, effective January 1, 1976.

Ruth P. Rivera, increase in salary from Instructor I to Instructor II in Oral Histopathology, College of Dentistry, effective December 1, 1975 until May 31, 1976.

Aurora Y. Rodriguez, increase in salary from Instructor IV to Instructor V in Physical Education, Department of Physical Education, effective December 1, 1975.

Soledad Romana, increase in salary from Instructor I to Instructor II in Community Nursing, Comprehensive Community Health Program, effective February 1, 1976 until May 31, 1976.

Rosvida R. Rosal, reclassification of position with promotion in rank and salary from Librarian II to Librarian III, University Library, effective December 1, 1975.

Reynaldo M. Sabay, increase in salary from Instructor I to Instructor II in Physics, U.P. College Tacloban, effective December 1, 1975 until May 31, 1976.

Elizabeth Salazar, increase in salary as Librarian II, University Library, effective December 1, 1975.

Pacita R. Salceda, increase in salary from Assistant Professor I to Assistant Professor II of Public Health Administration, Institute of Public Health, effective December 1, 1975.

Ray Dean D. Salvosa as Senior Lecturer in Political Science, U.P. College Baguio, effective October 27, 1975 until May 31, 1976.

Luisa S. Saniel, adjustment of honorarium for additional assignment as Researcher in a research project titled "Microbiological Studies of Diseased Eucheuma and Other Seaweeds," Marine Sciences Center, effective October 1, 1975 until June 30, 1976.

Asteya M. Santiago, reappointment to additional assignment as Consultant, Calamba Planning and Zonifica-

tion Project, Institute of Environmental Planning, effective February 15, 1976 until March 31, 1976.

Ma. Adela A. Santiago as Special Lecturer in Management for Small Industries, U.P. College Tacloban, effective June 2, 1976.

Aurea Santiago, increase in salary as Librarian II, University Library, effective December 1, 1975.

Abelardo S. Santos, promotion in rank and salary from Training Specialist II to Training Specialist III, Asian Labor Education Center, effective December 1, 1975.

Araceli C. Santos, increase in salary from Instructor I to Instructor III in English, U.P. College Baguio, effective December 1, 1975 until May 31, 1976.

Bayani S. Santos as Secretary, College of Veterinary Medicine, effective January 2, 1976 until January 1, 1979.

Herminia H. Santos, increase in salary from Assistant Professor II to Assistant Professor IV of Library Science, Institute of Library Science, effective December 1, 1975.

Leonor M. Santos, increase in salary from Instructor II to Instructor IV in Fisheries Technology, College of Fisheries, effective December 1, 1975 until May 31, 1976.

Minerva E. Santos, increase in salary from Instructor I to Instructor III in Library Science, Institute of Library Science, effective December 1, 1975 until May 31, 1976.

Ramon P. Santos, reappointment to additional assignment as Officer-in-Charge, College of Music, effective January 5, 1976 until the return of Ruby K. Mangahas from a special detail, but not later than February 5, 1976.

Julieta M. Savellano, renewal of additional assignment as Secretary, College of Education, effective January 1, 1976 until December 31, 1978.

Ursula L. Sevilla, increase in salary from Instructor II to Instructor IV in Food Science and Nutrition, College of Home Economics, effective December 1, 1975 until May 31, 1976.

Manuel V. Silao, renewal of supplementary appointment as Lecturer/Preceptor, Anesthesiology Center Western Pacific, College of Medicine, effective December 1, 1975 until June 30, 1976.

Carmencita S. Simpas as Coordinator, Student Personnel Services Office, U.P. College Iloilo, effective December 18, 1975 until June 30, 1976.

Margarita R. Simpliciano, increase in salary from Instructor II to Instructor IV in Fine Arts, College of Fine Arts, effective December 1, 1975.

Mauro C. Simpliciano, increase in salary from Assistant Professor I to Assistant Professor III of Architecture, effective December 1, 1975; as Senior Design Architect, Infrastructure Development Program, Office of the President, effective November 16, 1975 until June 30, 1976.

Ceferino S. Sinsioco, increase in salary from Assistant Professor II to Assistant Professor III of Statistics, Statistical Center, effective January 1, 1976.

Rosita L. Sioson, increase in salary from Instructor II to Instructor III in Economics, School of Economics, effective January 1, 1976 until May 31, 1976.

Lucila P. Sobrepeña, increase in salary from Instructor I to Instructor III in English, U.P. College Iloilo, effective December 1, 1975 until May 31, 1976.

Daisy R. Soledad, increase in salary from Assistant Professor I to Assistant Professor III of Psychology, U.P. College Tacloban, effective December 1, 1975.

Perla Soliman, increase in salary from Instructor I to Instructor III in Nursing, College of Nursing, effective January 1, 1976 until May 31, 1976.

Lina C. Somera, increase in salary from Instructor II to Instructor IV in Public Health Engineering, Institute of Public Health, effective December 1, 1975.

Ernesto P. Sonido, adjustment of honorarium for additional assignment as Project Leader in a research project titled "Application of Computer Program on Gravity Data and Interpretation of the Results," Natural Science Research Center, effective October 1, 1975 until June 30, 1976.

Beatriz A. Soriano, increase in salary from Assistant Professor II to Assistant Professor III, University Elementary School, College of Education, effective December 1, 1975.

Gaudioso C. Sosmeña, Jr., increase in salary as Training Specialist II, Local Government Center, College of Public Administration, effective December 1, 1975.

Benigno M. Sulit, Jr., transfer to a salaried item as Assistant Professor I (part-time), Anesthesiology Center Western Pacific, College of Medicine, effective December 1, 1975 until June 30, 1976.

Lilia E. Tabaldo, increase in salary as Librarian III, University Library, effective December 1, 1975.

Vivien M. Talisayon, increase in salary as Science Education Specialist II, Science Education Center, effective December 1, 1975 until June 30, 1976.

Antonio D. Talusan, increase in salary from Assistant Professor I (part-time) to Assistant Professor III of Medicine (part-time), College of Medicine, and Attending Physician (part-time), Philippine General Hospital, effective December 1, 1975.

Edita Tan, renewal of appointment as Program Development Associate, Program Development Staff, Office of the President, effective February 1, 1976 until June 30, 1976.

Merle C. Tan, increase in salary as Research Associate, Science Education Center, effective December 1, 1975 until June 30, 1976.

Mercedita S. Tiamzon, increase in salary from Instructor IV to Instructor V in Physical Education, Department of Physical Education, effective December 1, 1975.

Alfonso S. Tioleco, Jr., increase in salary from Assistant Professor I to Assistant Professor II of Business Economics and Statistics, College of Business Administration, effective January 1, 1976.

Victor N. Tiotuyco as Senior Design Architect, Infrastructure Development Program, Office of the President, effective November 16, 1975 until June 30, 1976.

Caridad H. Tobia, increase in salary as Research Associate, Research and Publications Program, College of Public Administration, effective December 1, 1975.

Mary Eloisa V. Torres, increase in salary from Instructor II to Instructor III in Biology, U.P. College

Baguio, effective December 1, 1975 until May 31, 1976.

Alfredo T. Traballo, Jr., reclassification of position with promotion in rank and salary from Senior Research Assistant to Research Associate, Institutional Research and Planning Development, Philippine General Hospital, effective December 1, 1975 until June 30, 1976.

Perla C. Triviño, increase in salary from Instructor I to Instructor II in Dental Materials, College of Dentistry, effective December 1, 1975 until May 31, 1976.

Gavino C. Trono as Researcher in a research project titled "Creation of the G.T. Velasquez Phycological Herbarium," Marine Sciences Center, effective January 2, 1976 until June 30, 1976.

Ma. Luisa P. Tuazon, renewal of appointment as Acting Secretary, Institute of Mass Communication, effective January 1, 1976 until April 30, 1976; as Officer-in-Charge, Institute of Mass Communication, effective January 16, 1976 until the return of Gloria D. Feliciano from a special detail abroad, but not later than January 30, 1976.

Delfin O. Tumibay as Chairman, Department of Veterinary Medicine, College of Veterinary Medicine, effective January 2, 1976 until January 1, 1979.

Flordeliz R. Uyenco as Researcher in a research project titled "Microbiological Studies of Diseased *Eucheuma* spp. and Other Seaweeds," Marine Sciences Center, effective November 20, 1975 until June 30, 1976.

Mario J. Valenton, reclassification of position with promotion in rank and salary from Researcher I to Researcher II, Philippine Eye Research Institute, effective December 1, 1975.

Rosa Linda G. Valenzona, increase in salary from Assistant Professor II to Assistant Professor III of Economics, School of Economics, effective January 1, 1976.

Amanda V. Valenzuela as Project Director, UPIPH-POPCOM Pregnancy Termination Study, Institute of Public Health, effective January 1, 1976 until December 31, 1976.

Pacita B. Valiña, increase in salary from Instructor II to Instructor III in Community Medicine, Comprehensive Community Health Program, effective December 1, 1975 until May 31, 1976.

Edwin M. Varona, increase in salary from Assistant Professor III to Assistant Professor IV of Mass Communication, Institute of Mass Communication, effective December 1, 1975.

Angelica Vasquez, increase in salary from Instructor I to Instructor III in Zoology, U.P. College Manila, effective December 1, 1975 until May 31, 1976.

Gaudencio P. Vega, transfer to without compensation status as Instructor in Radiology, College of Medicine, and Resident Physician, Philippine General Hospital, effective January 1, 1976 until June 30, 1976.

Gregorio T. Velasquez as Consultant, Marine Sciences Center, effective January 2, 1976 until June 30, 1976.

Maxima J. Velasquez, increase in salary from Assistant Professor III to Assistant Professor IV of Pilipino, University High School, College of Education, effective December 1, 1975.

Guillermo E. Veloso, transfer to a new item and to non-substitute status as Instructor I in English and Humanities, U.P. College Baguio, effective November 1, 1975 until May 31, 1976.

Andrea O. Veneracion, increase in salary from Assistant Professor II to Assistant Professor IV of Piano, College of Music, effective January 1, 1976.

Mary Lou A. Ver, increase in salary from Instructor II to Instructor III in English, University High School, College of Education, effective December 1, 1975 until May 31, 1976.

Ma. Leilani E. Verdan, promotion in rank and salary from Instructor III to Assistant Professor I of English, High School Department, U.P. College Cebu, effective December 1, 1975 until May 31, 1976.

Benedicto C. Villanueva, transfer to another item and to non-substitute status as Instructor I in Psychology, College of Arts and Sciences, effective January 1, 1976 until June 30, 1976.

Danilo L. Villanueva as Lecturer, U.P.-NMYC-NCSO Statistical Manpower Training, Statistical Center, effective January 5, 1976 until January 23, 1976.

Gerardo Villaroman, increase in salary as Systems Programmer I, Computer Center, effective December 1, 1975.

Romeo O. Villarta, increase in salary from Assistant Professor III to Assistant Professor IV of Marine Fisheries, College of Fisheries, effective January 1, 1976.

Rosalina R. Villavicencio, promotion in rank and salary from Science Education Specialist II to Science Education Specialist III, Science Education Center, effective December 1, 1975.

Paterno V. Viloria as Special Lecturer in Management for Small Industries, U.P. College Tacloban, effective June 2, 1976.

Holman T. White as Special Lecturer in Management for Small Industries, U.P. College Tacloban, effective June 2, 1976; increase in salary as Training Specialist I, Institute for Small-Scale Industries, effective January 1, 1976 until June 30, 1976.

Paz Y. Yap, increase in salary from Assistant Professor II to Assistant Professor III of Education, University High School, College of Education, effective December 1, 1975.

Visitacion A. Yap, increase in salary from Instructor I to Instructor II in Physical Education, U.P. College Cebu, effective December 1, 1975 until May 31, 1976.

Lydia M. Ybañez, increase in salary from Assistant Professor I to Assistant Professor III of Mathematics, U.P. College Cebu, effective December 1, 1975 until May 31, 1976.

Natividad S. Ynchausti, increase in salary from Assistant Professor III to Assistant Professor IV of Clothing, Textiles and Related Arts, College of Home Economics, effective December 1, 1975.

Lolita T. Yu, increase in salary from Instructor I to Instructor II in Pharmacy, College of Pharmacy, effective December 1, 1975 until the return of Tita Vilaga, but not later than May 31, 1976.

Zelda C. Zablan, increase in salary from Assistant Professor I to Assistant Professor II of Demography, Population Institute, effective December 1, 1975.

Lea S. Zapanta, increase in salary from Assistant Professor II to Assistant Professor IV of Philosophy, U.P. College Iloilo, effective January 1, 1976.

Amelia J. Zafra, increase in salary from Assistant Professor II to Assistant Professor IV of Physical Education, Department of Physical Education, effective December 1, 1975.

Hernando Zerrudo, renewal of appointment as Lecturer in Accounting, U.P. College Iloilo, effective June 1, 1975 until May 31, 1976.

Ma. Oliva G. Zipagan, increase in salary as Research Associate, Office of Institutional Studies, effective January 1, 1976.

SEPARATIONS FROM THE SERVICE

Resignations

Nancy A. Cubacub as Instructor, Department of Chemistry, College of Arts and Sciences, effective January 15, 1976.

Agnes Espina as Food Plant Officer, College of Home Economics, effective January 23, 1976.

Ramon B. Mateo as Office Assistant (Student), Department of Mathematics, College of Arts and Sciences, effective January 16, 1976.

Angelita Querubin as Stenographer, Office of General Services, effective January 16, 1976.

Meliton Sangria as Custodial Worker, International Center, effective January 1, 1976.

Mercedes Santiago as Bookkeeper (part-time), University Library, effective January 15, 1976.

Noe R. Tuason as Assistant to the Dean, U.P. Extension Division Clark Air Base, effective January 30, 1976.

Adell R. Walin as Lecturer in Sociology, U.P. Extension Division Clark Air Base, effective January 15, 1976.

Retirement

Adela C. Fernando as Assistant Director on Food Service, Division of Student Auxiliary Services, effective January 19, 1976.

CONTRACTS AND AGREEMENTS

The Board *confirmed* the following contracts and agreements at its 868th meeting on 30 January 1976:

1. Contract for the construction of 10 Units Duplex Laborers' Quarters at U.P. Basilan Land Grant

A contract for the construction of the UPLG Duplex Laborers' Quarters at U.P. Basilan Land Grant was entered into between U.P. and Briones Realty, with postal address in Zamboanga City.

2. Memorandum of Agreement with the Department of Public Information Regarding Long-Range Program of Educational Broadcasting in the Philippines

A memorandum of agreement was entered into between U.P. and the Department of Public Information whereby the latter, in consultation with the University and the Department of Education and Culture, shall prepare a long-range program of educational broadcasting in the Philippines. To achieve this objective, DPI will provide the funding and U.P., the expertise and facilities.

3. Memorandum of Agreement between the University of the Philippines and the Development Academy of the Philippines

A memorandum of agreement was entered into between the University of the Philippines and the Development Academy of the Philippines whereby both agree to jointly undertake the development and implementation of an integrated management information system of the U.P. (Project UPS-MIS). The University agreed to remit payment for the necessary operating expenses and personal services to the DAP.

4. Memoranda of Agreement, Contracts and Understanding Entered into by UPLB with other agencies

a. *Deed of Donation* between U.P. and IRRI whereby the International Rice Research Institute donates to the University of the Philippines at Los Baños an amount to purchase lots in Los Baños, Laguna to be leased later to the donor.

b. *Memorandum of Agreement between PCARR and the UPLB*

A memorandum of agreement was entered into between UPLB and PCARR whereby both parties agree to undertake a research program known as "PCARR-UPLB Integrated Research Program, 8th Batch." PCARR shall finance the operation of the program and UPLB shall operate and implement all the projects and studies covered in the memorandum of agreement.

c. *Memorandum of Agreement between UPLB and Farm Systems Development Corporation*

An agreement was entered into between the University of the Philippines at Los Baños and Farm Systems Development Corporation whereby UPLB binds itselfs to make available its facilities and manpower for the use of a training program called UPLB-Bisa Rice Production and Water Management Training Course. FSDC on the other hand shall provide funds to cover costs of four months training of six batches of FSDC Institutional Officers starting on February 1, 1976 until June 1976.

HISTORICAL PAPERS AND DOCUMENTS

GREETINGS TO PRESIDENT FERDINAND E. MARCOS

By President ONOFRE D. CORPUZ

(Salutation read by Dean Irene R. Cortes for U.P. President O.D. Corpuz on the occasion of the visit of President Ferdinand E. Marcos on 12 January 1976 in connection with the 65th anniversary celebration of the College of Law; President Corpuz having left for a meeting of the East-West Center Board of Governors in Hawaii.

I greet His Excellency President Ferdinand E. Marcos, Class 1939, College of Law, and, of the many distinguished sons and daughters of the University, the first.

As a student during a time of historical political change, he caused the focus of history to light upon the drama of his life. Subsequently, in war and in peace, he wore the mantle of leadership that the University entrusts to each of its graduates, with conspicuous gallantry on the one hand, and with purposeful national commitment on the other.

Today his vision of the future, which is a vision of a better life for the Filipino, moves him to seek out the authentic virtues of the race in our historic past, to steady our nation in the modern world.

A son of the law, he makes of the law an instrument of human liberation—to ensure and develop for every Filipino, and not just the few who are privileged, the capacity to develop to the fullness of his potential as a human being.

Though the law proceed from power and derive from authority, it is for him a solemn covenant of duties and obligations—an undertaking of leadership to serve the people. He senses the essence of liberty, and rights and freedoms: they are amongst the most precious treasures of humanity. Because they are precious, they are expensive—they entail costs and expenditures for maintaining social peace and justice. These costs are basically defrayed by the labor and taxes of the masses of society. Yet it is the few who are economically privileged who enjoy these rights the most, and the many who are poor, who contribute most to the costs of maintenance of our political and civil rights, who enjoy them the least.

It is the President's concept of the democratic revolution, that discovers this insight into justice and injustice. It is an authentic and human social philosophy.

So, therefore, may you come here, Sir, bringing us good tidings, and may you witness the evidence of our dedication to the purposes of the University in our New Society, as well as our affection and happiness in having you back in this College, your home of many years.

DEMOCRATIC REVOLUTION THROUGH LAW

By President FERDINAND E. MARCOS

(Excerpts from the speech delivered by President Marcos during the 65th anniversary celebration of the U.P. College of Law on 12 January 1976)

Martial law was proclaimed not to defend a discredited status quo—I am wont to say repeatedly—but to facilitate a national rebirth through a peaceful and constitutional revolution.

It is quite true that I could have proclaimed a revolutionary government. I remember when I asked the advice of some members of the judiciary, one whose name I will not mention, asked me pointblank: "Are you establishing a revolutionary government?" And I said: "No, I am not. I am establishing a legitimate continuation of existing government with certain radical reforms."

To most of my advisers, of course, a revolutionary government was supposed to be the most expedient. What was it that they were wont to say? They said: "It is easier to build a new house than to reconstruct a decrepit old one." But having been trained, not least of all in the U.P. College of Law, to prefer the more difficult to the easier course, where a moral will was involved, I decided to foreswear the path of a revolutionary government and to conduct the revolution with meticulous regard for the law. I submitted myself to the jurisdiction of the Supreme Court and to the will of the people through several national referenda. And I am ready to submit myself to the people anytime there is any demand from them or from any substantial portion of our population.

We have since then utilized martial law as the lever to bring about radical reforms in our society. It has always been said that law merely follows actual change. And yet in this particular series of changes, change has been brought about by law. And here again, we have reversed the procedure. And to the legal imagination, this seems unacceptable. To those steeped in conservatism, who think of the law as a symbol of stability, as the symbol of status quo, as the symbol of no change, as the symbol of the bedrock that is society, the law should not change. It should only confirm the style, the habit, the customs, and the traditions of a people. And yet, we are met with a system which must be changed by law. Instead of law following the path of change brought about by style, by life, by custom, by tradition, law changed custom, tradition, and institutions. In this particular matter, therefore ,we rightfully say that the innovator, the U.P. College of Law, is still at work, not only in government but in our entire society.

We have changed the basic structure of social and economic relation based on land through Presidential Decree No. 27.

It can be said that we have dismantled the centuries-old feudalism. And if we had waited for the law merely to confirm a change of habit, then this would never have been brought about. Land reform would never be accomplished unless law became the cutting edge and the point of attack against centuries-old institutions.

At the same time, this has liberated massive human energies in the countryside as the rewards shifted from

the absentee landlord, blessed by the accident of birth, to the farmer and the worker, blessed by their own labor.

Caciquism is not found merely in the countryside but also in the towns and cities. And thus, the Labor Code was promulgated, through Presidential Decree No. 442, to guarantee human rights to the workers while creating conditions for harmonious, productive labor relations and the creation of more employment.

With the creation of the Barangay as self-governing local communities, we have created dynamic outlets for popular participation in government and in development. The economic counterparts of the Barangays, in rice and corn lands are, of course, if you remember, the Samahang Nayons which unite small farmers into more economic, more viable, more productive, and more effective organizations along cooperatives lines.

We have by law established the Sangguniang Bayans to take the place of the old municipal and provincial councils. The Sangguniang Bayans are based not only on geographical but also on functional representation. And thus, labor is represented. Industry, labor, and the professions, as well as the youth, are represented for the first time in our legislative bodies. And no longer may the representatives of one class arrogate to themselves the right to speak for the entire population.

I am happy to announce today that it is my intention to draw from the delegates of the Sangguniang Bayan the future members of the National Assembly. And that membership in the National Assembly will be done through the Sangguniang Bayan system of election.

I cannot predict when this can happen. But it is my hope that it will be as soon as possible.

In the economic field, we have introduced economic rationality as the main basis of policy and the development priorities as the main priorities of government.

No longer do we allow private and selfish interests to dictate such priorities. We now have a planning body known as the National Economic Development Authority. There are two planning bodies. One for security which is the National Security Council. And one for development which is the National Economic Development Authority, founded on regional, provincial, and municipal planning groups, and therefore, it finds its source of inspiration from the people themselves.

In the last few meetings of the National Economic Development Authority, the heads of the Katipunan ng mga Barangay were participants.

Thus, we have raised the level of national economic management which enables us, during a time of acute world crisis, to cope effectively with all the critical challenges.

As you very well know, the average grouth of the gross national income of industrial and developed nations is minus two. Our growth in the Philippines in 1975, notwithstanding the oil crisis, was six per cent. Many of our neighbors were on the negative side of the ledger.

We have focused on the development of the countryside, especially on the production of food. And we are now self-sufficient in rice and corn. And this brings us to the possibility that we have succeeded in bringing down inflation. From the 40 percent rate in 1974, we have brought it down to a controllable two percent in October and November 1975.

The energy crisis, of course, imposes a continuing challenge to our national discipline and our sense of responsibility as citizens. We face a critical balance of payments position at the beginning of 1976. We face the possibility of half a billion dollar deficit in the balance of payments. The deficits in our budget we have been able to cut in half. We were for a time worried that our deficits would reach a staggering ₱5 to ₱6 billion. Today, we can safely say we will be able to reduce this to ₱2 or ₱3 billion and meet these deficits with proper financing.

Our success in managing this crisis points to one thing. And that is, the need for centralized authority in time of crisis where rationality can be utilized. But at the same time, such authority should be responsive to the people's will.

The basis for all exercise of authority whether it be marked or denominated authoritarian or popular or democratic or otherwise, is and will always be the people's will. Not tolerance, not mere confirmation nor ratification, but the initiative and willingness of the people to cooperate and participate in such reforms and changes.

We have reorganized our government. And I am certain that many of you who are here are aware that I am looking for new faces in government. The drive against inefficiency, graft and corruption in government of course, has had its toll. And I emphasized the development of a climate of performance and dedication in government. These are words that have been utilized in slogans since time immemorial. Our forebears utilized them. And we ourselves, the politicians, have utilized them before, but never have we thought to implement them with decision. Some say with ruthlessness—I wouldn't use the term ruthlessness—but with forthrightness and honesty.

In spite of its shortcomings, no one can deny that the government today is more responsive to the needs of the people than at any time in the past. And at the same time this government will continue to listen to advice and criticism. Of course, there will always be possible alternatives. And I assure you, since I speak to a liberal audience, that I will always keep an ear open to possible alternatives notwithstanding the fact that decisions may have been made on matters at issue. If it involves the survival and the very fate of the people, no man whether he be President or Cabinet member or mere member of Sangguniang Bayan should close his eyes and ears to the suggestions coming from any quarter whatsoever, whether denominated and marked as political opponent or friend.

Just between us, may I say, that in many instances, I have found the advice of friends sometimes, if not many times, misleading.

I need not recite the whole range of political, social, and economic reforms accomplished through law. A listing of the Presidential Decrees, a reading of all these Letters of Instructions and Orders will show that everyone of these documents is consciously designed to fit the grand plan and program of a Democratic Revolution, whose aims are to restructure our society, to shift power to the majority of the people, to cauterize our weaknesses and vices, to bring forth new discipline and new strength, to make our nation a just society.

As we succeed in this task of bringing about radical reforms and strengthening the mass base of our society, we then facilitate the process of a transition towards the parliamentary system as ordained in the Constitution.

Then democracy need not merely be a facade, a veneer used to mask the unchanged framework of feudalism and colonialism, but a democracy based on the strength of its own initial power, namely the Filipino people.

The Democratic Revolution may then go on with its own momentum, assured that it has been built into the tissues of our society, if not in the bone and marrow of our people.

I have often been asked: "You are President. You have been President for ten years now. What else can you ask for? What is your dream? What is your vision for your country and for your people?" And I can think of only one answer. And that is: "That I can impart to our society such a momentum and so oriented, that whatever be the political accidents in the future, whether I am there or not, as adviser or as leader, our country and nation shall move forward to attain the vision and the dream of our people."

This is the vision of every radical reformer, I presume. For man cannot but accept his mortality and the limitation of his efforts. But since he has started to climb the mountain top or to attain the impossible dream, he must satisfy himself. And as I have said from the beginning, our people have already chosen the revolution by law. A revolution based on their own traditions and own genius—authentic, because it is based on their own perception and own dreams. A revolution utilizing the people's own initiative and experience. A revolution that is not divisive but unifying. A revolution that will not destroy but instead build the nation to a new strength and a new stature in the community of nations. If successful, this revolution will also constitute a significant contribution of the entire Filipino people to the search for innovative forms of law and development in the developing world.

I think that this revolution reflects the spirit that we celebrate today—not only an Alumni Homecoming of the U.P. College of Law, but of the role of law as a dynamic instrument for nation building. This spirit is palpable because most, if not all the alumni, are making valuable contribution in their respective roles to these objectives.

I cannot conclude these remarks without thanking you for the numerous forms of valuable support that, as President of the Philippines, I have received. I will be happy and grateful to see more of my fellow alumni from the U.P. College of Law lending not only their advice but participating in the running of government and of society for the advancement of our Democratic Revolution through law.

THE TEACHING OF THE HUMANITIES

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Introduction — A Philosophical Framework

Memory has a wondrous way of spanning the vastness of time, space, and circumstance from Socrates, Plato, and Aristotle to Rousseau, from Rousseau to John Dewey, from Dewey to our Dean of deans Francisco Benitez, from Benitez to Paulo Freire today. Somewhere along the line, we do recall Pestalozzi, Froebel, and of course, Maria Montessori. Most if not all of these were teachers, and if we reexamine what they shared in common besides their love for teaching, we find that:

1) Each one of them looked on teaching fundamentally and basically as human involvement, the finest and noblest kind of human involvement; 2) all of them viewed teaching as part of a dual process called the teaching-learning process — organic, changing and dynamic.

More than these, however, is the shared belief of such teacher-philosophers and teacher-educators that the teaching-learning process is (whether we choose to accept or reject the term) a *moral enterprise* involving the exercise of freedom and responsibility on the parts of both teacher and learner. It is never one without the other. This is the philosophical framework encompassing everything that has been said and done from doctrine to method in the history of education, specifically teaching. I find no better way to express this view succinctly than to call it the *humanistic attitude*. Erwin Panofsky states the summation of this attitude uncompromisingly as follows:

> It is not so much a movement as an attitude which can be defined as the conviction of the dignity of man, based on an insistence on human values (rationality and freedom), and the acceptance of human limitations (fallibility and frailty); from these two postulates result... responsibility and tolerance.[1]

To lose one's bearing by stumbling accidentally, or walking deliberately out of this framework, the teacher runs the risk of becoming a pedantic bore, a despotic virtuoso, a myopic specialist, or a desolate researcher, each one cut off from the lifestream of humanity.

Definitions and Clarifications

By their very nature, the fields of knowledge falling under the classification of the humanities, traditionally—religion, and philosophy, the languages, literature, drama and poetry, the fine arts and music, are committed to the inquiry and the pursuit of the study of man as a human being. The Latin "humanities" means the fact or quality of being human. To distinguish the humanities from the physical, natural, and social sciences, the problem it poses and wrestles with is not *what* is man, but *who* is man.

To quote Abraham Heschel:

> Man is our chief problem. The agony of the contemporary man is—the agony of a spiritually stunted man .... We ask: *What is man?* Yet the true question should be *Who is Man?* As a thing man is explicable; as a person he is both a mystery and a surprise. As a thing he is finite; as a person he is inexhaustible....[2]

The study of the image of man as mirrored in the humanities (at present, this area covers the European Languages, English Language and Literature, Pilipino

and Philippine Literature, Linguistics and Oriental Languages, Humanities [Fine Arts and Music], and [Speech and Drama]), is the study of a multifaceted, and myriad-colored gem, constantly changing yet paradoxically remaining the same. The humanities deal with man on the one hand, not "as a physico-chemical complex operating within a mechanistically determined system, but man as a being of purpose, of values, loves, hates, ideals and sometimes, as a seer, or prophet with divine inspiration."[3] On the other hand, the humanities also deal with the study of man oppressed, as a being stripped of all purpose for living; it is also man and his encounter with the inexplicable, irrational existence of the absurd in life.

Goals: General and Specific

It is impossible to speak of techniques of teaching without the seeking out and the formulation of goals, no matter how general they may be. It is also difficult to formulate specific goals without a general goal to serve.

On university level, the over-all goals of education are clearly and cogently spelled out by Sir James Mountford in *British Universities* (1966):

> It must . . . provide the student with a body of positive knowledge which enhances his store of learning and in part equips him for his career, in later life... it indicates in the student an attitude of the mind which regards critical assessment of facts and values as more important than dogmas, and which holds that a grasp of underlying principles is more valuable than the acquisition of skills and techniques... to the limit of his capacity, he is trained to collect evidence for himself, and form a balanced judgment about it. He fortifies his ability to think for himself; he refuses to accept orthodoxies simply because they are orthodox; and when he dissents, he does so on the basis not of prejudice but of reason. This is what good teaching achieves in a university.[4]

It is not enough that colleges and universities turn out skillful lawyers, engineers, physicians, linguists, etc., but that they develop capable and *educated* human beings. One should exit the university not only with honorable skills but also with basic values, a moral sense, and an intellectual capacity that enables him to adequately make difficult decisions in times of crises and conflicts. The acquisition of knowledge, and training in abilities and skills should work toward helping our youth achieve the highest possible degree of capability as human beings; to quote President O. D. Corpuz. "to become what they can be, and what they ought to be—to make human life a pleasurable and worthwhile experience."[5]

Herbert Read specifically refers to such training as *Aesthetic* education.

> It is in the education of those senses upon which consciousness, and ultimately the intelligence and judgment of the human individual are based. It is only in so far as these senses are brought into harmonious and habitual relationship with the external world that an integrated personality is built up. Without such an integration we get not only the psychologically unbalanced types familiar to the psychiatrist but what is even more disastrous from the point of view of the general good, those arbitrary systems of thought dogmatic or rationalistic in origin, which seek in spite of the natural facts to impose logical or intellectual pattern on the world of organic life.[6]

Lest we be accused in the humanities of educating our students in such a luxurious pastime that only the rich, the lazy, and the leisurely can afford, perhaps we should ask how such courses falling within the Humanities area can integrate their goals with those of national development. In the face of fighting for economic survival, we shall always need to work for a roof above our heads and food and drink for our hungry, tired bodies; but we shall also be needing to feed our souls by expressing such other hungers and thirsts in song and dance, in the varied shapes and hues on canvas, stone and wood; in the rhythmic swing and power of language, poem, drama or story. More than any other area of knowledge and learning, the humanities best express the struggle of the human spirit to liberate itself from the oppressive magnitude of human predicaments. Whatever it is we are engaged in teaching, we, in the humanities are committed to the cause for which the whole area stands—an unfaltering commitment to the liberation (as the words "liberate and liberal" qualify our field of knowledge and endeavor) of our hearts and minds from the bondage of xenophobia, partisan alignments, rigid sectarianism, class hatreds, and ideological bigotry of any brand. The over-all goals of the teaching of the humanities on university level should therefore read: to help our young men and women develop themselves into integral wholes, each one made up of a totality of matter and spirit, capable of making existence not so much tolerable, as richly significant, well-ordered, highly inspirational, and most useful to society and its members. The teaching-learning process geared to achieve such ends does not yield instant results because its gains whenever they are perceptible are long-term just as most human problems are also long-term.

Techniques of Teaching the Humanities on University Level

So far, I have tried to define, clarify, and limit what the humanities are, what they mean, and what they aim to accomplish in the general scheme of education, but above all, in the lives of our learners as human beings. If we want to talk about improving the techniques of teaching, I take it to mean that we are concerned about the How not the what of teaching. To illustrate this, let us take six teachers teaching the same course, say English III (which description reads "An Introduction to Literature,") using apparently the same syllabus approved by their department. Why does it often happen that given the same circumstances (e.g. a class of 30, composed of students of average I.Q., no one brilliant, but all more or less alive and eager to learn) only two teachers seem to succeed well enough in eliciting response, in inciting students to engage in discussions or lively dialogues while the other four teachers either just drift willy-willy, succeeding only to bore their students, and reduce them to so many objects simply occupying space

for the rest of the semester? This observation has nothing to do with intellectual competence. In my illustration all six teachers are more than adequately prepared, perhaps the three of them being holders of Ph.D's from prestigious universities abroad.

Who among us as former students in this university, and as teachers now, would deny the crippling experience of having had to suffer tedious lessons in English, Spanish, or French, lifeless lectures on abstractions about men, the universe and reality, dreary readings of poetry, and aimless periods spent in looking at dozens of slides in painting, sculpture, and architecture, and mere sitting down sessions, listening to rolls of tape playing strange music to our ears? On graduate level, how many of us have had to be dragged along the antiseptic, sterilized corridors of the specialists' minds, and the rarefied atmosphere of the sheltered researcher? How often do we hear students complaining semester after semester, year after year, about the rare specimen they have for a professor, an encyclopedic scholar who has contributed and published voluminous and abstruse research papers, who can talk and write, yet *cannot* teach?

When we confront and look hard at these situations, we are likely to make anyone or all of the following deductions: 1) he who can't teach talks, rants, or writes: 2) he who is a fine specialist in his field is most often a fragmented creature who sees "no other possible field of endeavor but his own narrow aisle of thinking and activity;" hence, the linguist will be emphasizing the fine points of structural or transformational grammar in composition classes; the composer will be concentrating on making his students analyze technical points in music, and the painter will be asking his students to recognize technical difference in medium and style—all these in Humanities 1 (Introductory Course); the poet will be devoting his energies to demanding his students to recognize and discriminate between various degrees of subtleties of image, symbol, and metaphor; the actor-director will be turning Speech 1 classes into dramatics, etc.

On the part of the learner, instead of excitingly and delightfully adventuring into the realm of the humanities, he finds himself either swiftly becoming an expert stenographer, a disorganized grab-bag collecting assorted names, dates, facts and figures, or a disenchanted and frustrated would-be lover of language, literature and the arts. If and when he graduates, he is a mediocre junior specialist, possessing a wealth of information and skills but unable to process and integrate such knowledge with the values of life and living, intolerant and smug in his assumed intellectuality, barely able to relate to others outside the confines of the academe.

Alfred North Whitehead, eminent 20th-century philosopher reveals what is sadly wanting, and what remains to be desired in today's teachers and students:

> There is something between the gross specialized values of the mere practical man, and the thin, specialized values of the scholar. Both types have missed something, and if you add the two sets of values, you do not obtain the missing elements. What is wanted is an appreciation of the infinite variety of vivid values achieved by the organism in its proper environment.[7]

The failure or success of a class (assuming that such class is of average I.Q.) in the languages, literature, fine arts and music depends on a human specimen called by various names as mentor, tutor, or simply, a teacher. In college, the more sophisticated term used for this occupation is lecturer, a term which to my mind is rather unfortunate. Although the teacher is most often but not always, also a lecturer, it does not necessarily follow that the lecturer is also a teacher. More often than not, the lecturer merely delivers a lecture to his class, unlike the teacher whose major preoccupation and occupation is sharing himself and communicating with, dialoguing with his students. To use a gross metaphor, the lecturer is an impressive Syphon, syphoning information into receptacles—his students. The lecturer who is not a teacher ignores the students as active participants in the counterpart of the process of teaching which is learning. The students always form a silent audience, awed by the seeming ominiscience, and dumbstruck at the brilliant display of verbal gymnastics by their professors. Each day is like the one before it—a listening session to a monologue, and the end result is an accumulation of disorganized notes, and the taking of periodic tests, or the writing of term papers for which they have to collect chunks of information, usually poorly digested, and non-integrated. When this happens (and we do know this is happening) and the situation is repeated as modus operandi for most classes in the languages, in literature, in the fine arts and music, then we in the Humanities area have succeeded in turning out not learned and educated human beings but mere dilettantes victimized by the catastrophe of both incompetence and competence: incompetence of lecturers who are not teachers, and competence of myopic specialists who will not permit a widening and reaching farther of the students' encounter with subject-matter other than their own narrow premises.

In a brief survey that I undertook regarding methods of teaching currently used by the teachers of the humanities involving the Departments of European Languages, Pilipino and Philippine Literature, Speech and Drama, Humanities, Linguistics and Oriental Languages, and English, out of a total of 85 (eighty-five) respondents, the breakdown of figures representing the number of faculty members using specific techniques is as follows:

Pure lecture	—14	(0 for Humanities & English)
Lecture Demonstration (involving the use of machines, e.g., slides and opaque projectors, tapes and tape recorders, Audio-visual and Audio-Lingual aids)	—38	(with the most number coming from Humanities, Speech & Drama next, and European Languages, 3rd)
Pure Demonstration	— 0	
Lecture--Class Discussion	—76	(the most number coming from English; Pilipino and Philippine Literature next, Speech & Drama, and Humanities, 3rd; European Languages last)

Supervised Student Group Discussions	42 (the most number coming from English; Speech & Drama next, Humanities, & Linguistics, 3rd; European Languages last)
Student-led, and Student-initiated Activities	—29 (the most number coming from Speech & Drama; English, next; Pilipino and Philippine Literature 3rd; Humanities--last, European Languages—0)
Lecture—Group Projects	—15 (the most number coming from Speech & Drama; next Pilipino and Philippine Literature, Humanities, 3rd; English, last, European Languages, 0)

Only 12 faculty members from all six departments, or a total of 12 out of 85 respondents actually use new methods other than the ones already enumerated. These techniques vary from team teaching to role-playing, supervised study, directed readings, student written plays, student-directed plays, and student criticisms of oral performances. Of all six departments, Speech and Drama tops the other departments in its variety of teaching techniques, with the Department of English coming out a far, poor second, while it is a zero for the other departments.

The specific techniques will obviously vary from subject to subject even as specific goals for each semester, or each week, or each unit of study will differ from one course to another. What is best suited to the specific goals of Linguistics for example, may not be applicable to fine arts and music, and vice-versa.

What is significant from the brief, rather rough survey I have made is that the lecture-discussion technique which is traditional on university level is still the most frequently used by faculty members in the Humanities area. There seems to be some degree of timidity, or skepticism, or both as to the trying of the Not-Too-Traditional or New Techniques. It is also evident from this data gathered that the lecture-discussion method of teaching is here to stay. If it is, perhaps we can try re-examining and re-assessing this particular method of teaching.

Ruth Beard in *Teaching and Learning in Higher Education*, speaks of "the most effective style of lecturing as one based on comprehensive consideration of subject matter, and of interests and differences within the audience." Each lecture must have a well-defined purpose, organized subject matter, content suited and well-proportioned to the time limit given the lecturer. In the humanities, subject-matter must not only be clearly organized, but imaginatively presented, and whenever possible or necessary, accompanied by audio-visual, audio-lingual aids. It is to be understood that the lecture will be followed by the teacher's raising up a point, an issue, a theme, or topic to incite and provoke students to further discussion and inquiry which seems wholly suited to the needs of university students.

Initial lectures introducing new subject matter or knowledge to be gained must define, clarify, and explicate basic concepts and principles. This should be especially true in the teaching of basic courses, such as English and Spanish, Humanities, and Pilipino. To quote Ruth Beard again:

> When teachers speak of learning the basic information or acquiring an essential body of knowledge, it is the concepts or principles of the subject, together with their inter-relationships, and some of their applications, which they have in mind.
>
> Concepts consist in abstraction of properties--categories or relationships between things and events.... Learning normally consists in acquiring a word (e.g. image, symbol, metaphor, phrase mood, tone, color, key, etc.), in being able to identify new instances, and perhaps providing a definition or definitions. Inevitably this involves making discriminations also.
>
> Principles are relationships between classes ranging from simple statements to more complex.... To learn principles it is essential to know the concepts on which they depend; higher order principles depend on mastery of the more elementary ones which precede them.[8]

It is not unusual to meet Department majors and graduate students who can turn in impressive term papers and research papers but who cannot define, clarify, and discriminate between one and the other basic terms used in their major fields, e.g., in literature, world literature, general literature, comparative literature, literary history, literary theory, literary criticism; in fine arts, "closed" and "open" composition, "mass", "surface", "plane"; in music, "homophonic", "polyphonic", "modulation", "syncopation"; in aesthetics, the many possibilities to the meaning of "aesthetic object", "aesthetic attitude", "aesthetic intention", etc. Very often, such terms are at best only vaguely understood, or taken for granted until the demand for defining such terms arises. The examples I have given are specifically used in literature, fine arts, and music since I do not claim to speak specifically for Linguistics or Speech and Drama.

The need to clarify general and specific terms further by demonstration is fundamental in fine arts and music which are non-verbal arts but which we have to verbalize about. The danger is great for pedantry on the part of the teachers, and mere dilettantism, on the part of students. A clear and full understanding of basic concepts and principles is essential to the activities of reading, conceptualizing, looking at, listening to, analyzing, comparing, differentiating, synthesizing and integrating of knowledge, skills, and attitudes.

On both the undergraduate-majors level, and the graduate-level, the most frequently used, and apparently fruitful method of teaching could be a combination of the lecture-discussion (not the catechetical query and reply), the lecture-demonstration, and supervised-group discussions. It would be advisable to try using other non-

traditional techniques such as challenging students' creativity in the students' initiation of individual, or better still, group projects: e.g. the writing of original plays, and student direction of such plays, dramatic readings, and role playing not only for Speech and Drama but also for the languages and literature. I know that one of my colleagues in the Department of English inspires her students in English III (Introduction to Literature) to engage in a drama project where the students who can write, turn out original plays, and the talented ones act out the parts. Those who can't write or act, take charge of the props, costumes, make-up. Another one of my colleagues, instead of requiring the research paper in English II challenged her students to write an original textbook, entitled "An Anti-Text Book in English". There could also be other student-led projects such as group papers, provided the aims and procedures as well as means of evaluating such work are spelled out clearly beforehand.

I would suggest team teaching within a department as well as team teaching between departments of related fields of knowledge: e.g. Humanities (fine arts and music), and English, or European Languages, or Philippine Literature, and vice-versa; Speech & Drama and English, or Philippine Literature, or European languages and vice-versa. The work of integrating related fields of knowledge will be facilitated provide that the humanistic aim in teaching is kept in mind by the collaborators. Team teaching is a precious lesson in human cooperation, in the open and sincere exchange of ideas, and teaching techniques and devices, but above all, a lesson in humility because such method makes each faculty member serve the needs of fallible men and women who are conscious of their fallibility. It diminishes the egocentricity of certain smug professors who have by their own self-pronouncements converted certain fields of knowledge into their private preserves. It might also lessen the obsession with the odious business of unhealthy competition, and rival cliques within departments.

Paulo Freire, a member of the working class, a radical teacher and educator from Brazil refuses to recognize any kind of method of teaching except "dialogue" or "dialogical encounter" which he describes as the only humanizing pedagogy. He rejects all the physical aspects and symbols of the traditional school, college, or university, e.g. classrooms, teacher-structured curricula, and syllabi, and the paternalistic relationship between teacher and student as symbols of oppression. "The teacher is no longer merely the one who teaches but one who is himself taught in dialogue with students who while being taught also teach."[9] Since his philosophy or "libertarian" education sharply differs from that which most of us have accepted as traditionally "good", a discussion of his ideas will require another paper, another talk perhaps at some other time and place.

I cannot be as specific as I would want to since I have been advised by the organizers of this seminar that my paper would have to deal with the very general. What I have actually done therefore is to provide teasers or appetizers for this afternoon's workshops.

Since learning is the inevitable concomitant of teaching, then a feed-back from students is a necessity. The kind of learning we expect of our students in the Humanities area is not so much quantitative (in terms of bulk of information or knowledge) as qualitative in terms of a mastery of basics, i.e. concepts and principles and their application to selected, coordinated, and integrated ideas from their major field and related fields of knowledge. The crucial evaluation of the whole teaching-learning process in higher learning consists of the students' ability 1) to collect facts; 2) to discriminate between the significant and the trivial; 3) to analyze by examining parts of a whole—by noting down similarities, and drawing out contrasts; 4) to synthesize and integrate parts, by building them into coherent, cogent, and meaningful wholes. The first task is easy, the second more complex, the third, increasingly difficult, and the last of these is probably the best proof that the student has learned.

The stacks in the library are teeming with a wealth of assorted methods for evaluating learning, and testing procedures, but there is admittedly a recognition of the difficulty involved in trying to test in terms of statistics, the end-results of teaching literature, fine arts and music, consisting of certain attitudes, values, and appreciations. Knowledge of facts, and skills (such as those in the languages and in speech or even in literature) are measurable in terms of raw and truncated scores, but not such goals as acquiring a sense of proportion; developing an intellectual and intuitive capacity to appreciate and respond to form in its never-ending manifestations and various media; the ability to formulate both meaning and value in this glorious or tedious business we call life and living. It would be a mistake to think or believe that goals such as these may be achieved after a semester's work in language and literature, fine arts and music, or speech and drama. The goals of the humanities are goals of a lifetime, and these will begin to be gradually apparent in the thinking, speaking, and behaving of the students only after they have finished their courses, and long after they have left the walls of their classrooms.

The results of the brief survey I made on the method of evaluation currently used by members of the six departments within the Humanities area reveal an adherence to the time-tested means of measuring learning in terms of both written and oral examinations. The combination of the essay and semi-objective types of test is the most frequently used by 47 out of 85 respondents. The essay type comes next with 38 while the purely objective type scored only 14. In terms of oral performance as a means of testing, oral discussion is the most frequently used by 62 out of 85 respondents; oral reports come second with 44, while other kinds of evaluation such as the writing of analytical term papers or group term papers scored last with a total of 38 out of 85 respondents. Only 2 out of 85 do not give final examinations. As in the methods of teaching, each department I presume uses the specific methods of testing it believes will best evaluate specific knowledge, skills, and appreciation. But there is no reason for any department's not willing to devise, or try newer and better techniques of testing such parts of the learning process as may be evaluated. It is important for students to get back their test papers soon after examinations, not at the end of the semester, to help them evaluate their own performance.

We cannot complete any discussion about the teaching-learning process without bringing up the problem of what makes an excellent teacher in the Arts and Sciences, specifically in the Humanities? Assuming that one is fully

equipped with a formidable body of encyclopedic knowledge and special skills which are desirable and admirable; assuming further that such a one possesses a hyper-acute sensitivity to sound, sight, touch, and if he is a creative artist possessed of the finest sensibilities to form which he has power to create, what other qualities may still be found wanting?

When a poll was taken of students and faculty at Stanford University in the Fall of 1975, on the occasion of the Awarding of Merit to Distinguished Teachers, as to what qualities make for great teaching, the results were as follows: Imagination and Enthusiasm, ranked first; Clarity, 2nd; Accessibility and Humor, 3rd; and Hardwork, last. It was emphasized that no one quality or two are good alone—they are either all four qualities simultaneously together, or nothing at all.[10]

In the Department of English we have been using at least three kinds of Student-Profiles to evaluate us as teachers, and our work in the teaching-learning process. Way back in the 1950's I remember clearly Regent Tomas S. Fonacier, then Dean of the College of Liberal Arts laying stress on the urgency and importance of having students evaluate their teachers in the belief that the students are the best, the most direct, and the most qualified experiencers of what is good and what is bad teaching.

No series of seminars on teaching nor lectures on techniques and strategies in teaching can help improve teaching *unless one is imbued with a genuine love* for it not only as a professor, but also as a way of life; to the humanist-teacher, living is not merely being but a ceaseless act of *becoming*, of discovering and sharing, of giving and receiving. This cyclic process, however, is possible only if the human values of freedom, rationality, tolerance, and responsibility are cherished and guarded. The threats to these values are not imagined. They are *real*. On the one hand, we have the tyranny of force and power in its many guises and masks; on the other hand, we either have the tyranny of the fascination for novelty, or the temptation to succumb to the seduction of despair. Each day our lives become increasingly tense and more difficult. It would do well for the teacher of the humanities to realize this danger by recalling Eric Fromm's admonition:

> Ideal teaching consists of... the freedom to create, and to construct, to wonder and to venture. Such freedom requires that the individual be active and responsible, not a slave or a well-fed dog in the machine.... it is not enough that men are not slaves; if social conditions further the existence of automatons, the result will be not the love of life but the love of death.[11]

NOTES

1. Erwin Panofsky, *Meaning in the Visual Arts*, (Princeton, New Jersey: Princeton University Press, 1948), p. 2.
2. Abraham Y. Heschel, "Who is Man?", series of *Raymond West Memorial Lectures* (delivered at Stanford University, Cal., 1967), p. 1.
3. Earl McGarth, *Liberal Education in the Profession* (New York: Bureau of Publications, Teachers College, Columbia University, 1959), p. 62.
4. Ruth Beard, *Teaching and Learning in Higher Education* (Middlesex, England: Penguin Books Ltd., 1970), pp. 16-17.
5. Excerpt from quoted passages of an Extemporaneous Speech by President O. D. Corpuz, delivered in Los Baños, published in *U.P. Newsletter*, Vol. III, No. 36 (Sept. 9, 1975), p. 4.
6. Herbert Read, *Education Through Art* (London: Faber and Faber, Russell Square, 1956), pp. 5-6.
7. Alfred North Whitehead, *Science and the Modern World* (New York: Macmillan Co., 1947), pp. 199-120.
8. Beard, *op. cit.*, pp. 50-52.
9. Paulo Freire, *Pedagogy of the Oppressed* (Middlesex, England: Penguin Books Ltd., 1970), p. 44.
10. "What Makes A Great Teacher?" *The Stanford Observer*, Vol. X, No. 1 (Oct., 1975), p. 1-6.
11. Freire, *op. cit.*, p. 43.

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ADMINISTRATIVE ORDER

Administrative Order No. 5: Designation as Officer-in-Charge and Acting Chairman of the Management Committee of PGH

Upon the recommendation of the Director of the Philippine General Hospital, Dr. Antonio J. Gonzaga is hereby designated Officer-in-Charge of the PGH and Acting Chairman of the Management Committee of the said unit whenever the Director is absent or out of town. This designation is in addition to his duties and without additional compensation and shall be effective until the termination of Director Gabriel G. Carreon's incumbency as Director of the PGH.

27 February 1976

MEMORANDUM CIRCULAR

Memorandum Circular No. 7: Discussion of Unit Goals and Submission of Nominations for Dean / Director

In connection with the terms of office of the Deans or Directors of certain units which are expiring on 30 April 1976 (or which shall be extended to this date if expiring between now and April 30, compatible with the policy of synchronizing the terms of deans, directors and department chairmen), it is desired that consultations and discussions be undertaken among themselves by the regular members of the Faculty, and/or Academic Non-Teaching and Administrative Personnel of (1) College of Arts and Sciences, (2) U.P. College Cebu, (3) U.P. College Tacloban, (4) Institute of Public Health, (5) Institute of Fisheries Development and Research, (6) Philippine Eye Research Institute, and (7) Institute of Sports, Physical Education and Recreation regarding the goals of their respective units, before consideration of the appointment of a new Dean or Director or the renewal of the incumbent, as the case may be.

Accordingly, the appointment process shall involve the following:

1. The Dean/Director shall convene a meeting or series of meetings of the faculty and/or staff for the sole purpose of defining the common goals and priorities of the unit, consistent with the desirability of and the need for involving them in this wise in the spirit of democratic participation.

The meeting(s) shall be conducted in light of the Executive Vice-President's Memorandum No. 12 dated 22 December 1975 on the subject of "The Planning and Budget Process."

Apropos of this it may be noted, for example, that the College of Arts and Sciences has already been going through the process of defining common goals and priorities, via a two-day workshop held in August last year and a number of studies on priority areas or problems simultaneously undertaken by teams of Arts and Sciences faculty members.

2. The Dean/Director shall afterwards convoke the faculty and/or staff to gather their consensus on three nominees who, in their considered opinion, can best help pursue and achieve the common goals and priorities of the unit as defined pursuant to item number one above.

3. The Office of the President shall not consider nominations which do not carry the endorsement of a majority of the faculty and/or staff.

4. Not later than *31 March 1976*, the Dean/Director shall (a) report on what has been done by way of defining goals and priorities and (b) submit the names of the three nominees to the Office of the President.

The three nominees from the Institute of Fisheries Development and Research shall be submitted through the Dean of the College of Fisheries.

5. The President shall submit his recommendations for appointment to the positions of Dean/Director at the regular meeting of the Board of Regents in April. Such appointments shall take effect on *1 May 1976*.

6. A workshop shall be held in May 1976 to acquaint the appointees with the duties and responsibilities of the dean/director and the management aspects of these positions.

Please be guided accordingly.

5 February 1976.

(Sgd.) ONOFRE D. CORPUZ
President

MEMORANDUM

Memorandum No. 6: Student Disciplinary Tribunal

Experience has shown that the present machinery for disciplinary action as embodied in Executive Order No. 15, S. 1969, as amended, is not adequate to meet the demands of expeditious investigations and decisions. This is especially true in cases where the respondents involved belong to different units of the University and those that involve large-scale breach of peace and order. This is partly due to the complexity of the issues that converge as a consequence of charges and countercharges. But more than the factor just mentioned, the difficulty can be traced to the *ad hoc* character of the committees formed to formally try the cases. Assignment to the Committee is in the nature of an additional work for the faculty members concerned and hearings have to be adjusted to the different class schedules of the three faculty members sitting in the committee. As their schedules vary greatly hearings that can be held are, therefore, few and far between. Consequently, hearings on a single case normally stretch over many months. Additional delays may arise when there is a need to reconstitute committees as a result of resignations. At present there is a large number of long-standing cases which remain unresolved. It is obvious that a different structure of disciplinary machinery must be instituted to assure prompt justice without sacrificing the principle of the due process.

For this purpose, two alternative formulas are given below for your consideration. Needless to say, this does not preclude other amendments intended to simplify existing procedures.

Option 1: *Student Disciplinary Tribunal which shall have exclusive jurisdiction to try all disciplinary cases against students.*

This will remove from the Deans of the various colleges and the Dean of Students the authority to try and decide disciplinary cases.

Its obvious advantages are as follows:

a. It shall avoid the difficulty in forming *ad hoc* disciplinary committees, an established experience in the appointment of faculty members who are not even given an underload when assigned to such committees;

b. Since the Chairman and members of the Tribunal are not burdened with teaching or administrative responsibilities, the trial of disciplinary cases should proceed with more dispatch than the hearings conducted by *ad hoc* committees.

c. It shall work to establish a university-wide standard of justice, especially with respect to matters of procedure, evidence and penalties.

It is of course assumed that the Tribunal shall have a competent and honest staff. There must be a lawyer, to act either as Chairman or member, who shall be responsible for guiding the Tribunal on the legal aspects of its work. It is, of course, problematic whether a lawyer who is competent shall be willing to sit full time with the Tribunal. To meet this problem, the possibility of rotating U.P. Law Center staff in the Tribunal should be considered.

Option 2: *Dividing jurisdiction over student disciplinary cases between:*

a. The deans of the various colleges; and

b. A Student Disciplinary Tribunal that shall have jurisdiction over

(1) all cases in which the parties involved belong to different colleges; and

(2) all offenses involving disorder, tumult, breach of peace.

The rationale of this arrangement is the primary responsibility of the college or other academic unit to discipline its students especially for misdemeanors that transpire within its premises.

It is a recognized fact on the other hand that offenses involving parties from different colleges and those involving breach of peace, like rumbles, through sheer number of complainants and respondents, are more complex than simple misconduct and require more time to adduce even the barest of essential evidence. Hence, the need for a tribunal that can regularly, continuously and speedily act and decide.

Please submit your comments and, if possible, indicate your preference on the above-mentioned options, so that a proper proposal can be transmitted to the University Council on student discipline.

18 February 1976

(Sgd.) ONOFRE D. CORPUZ
President

DECISIONS OF THE BOARD OF REGENTS

869th Meeting, 26 February 1976

APPOINTMENTS, REAPPOINTMENTS, PROMOTIONS, INCREASES IN SALARY, ET AL.

The Board approved the following appointments, reappointments, promotions, increases in salary, and other related matters:

Ernesto F. Abarientos as SEARCA Associate Professor of Agricultural Economics (professorial chair), Institute of Agricultural Development and Administration, University of the Philippines at Los Baños, effective March 1, 1976 until February 28, 1977.

Stephen Abrahamson as Visiting Professor of Medical Education, National Teacher Training Center for the Health Professions, College of Medicine, without compensation, effective April 5, 1976 until April 30, 1976.

David R. Bouldin as Visiting Professor of Soil Science, College of Agriculture, University of the Philippines at Los Baños, University of the Philippines at Los Baños, without compensation, effective January 15, 1976 until June 30, 1976.

Filomena M. Cantoria, increase in salary from Associate Professor II to Associate Professor III of Finance, College of Business Administration, effective April 1, 1976.

Magdalena Cantoria, promotion in rank and salary from Associate Professor IV to Professor I of Pharmacy, College of Pharmacy, effective April 1, 1976.

Pilar da Silva, reappointment after compulsory retirement as Consultant, Chemistry Work Group, Science Education Center, effective October 13, 1975 (entrance to duty) until June 30, 1976.

Natividad F. de Castro, increase in salary from Professor II to Professor III of Industrial Pharmacy, College of Pharmacy, effective April 1, 1976.

Michael Charles Grant de Longueuil as Visiting Professor of Pediatrics, College of Medicine, and Consultant, Philippine General Hospital, without compensation, effective February 1, 1976 until May 31, 1976.

Manuel A. Dia as Dean, Asian Labor Education Center, effective February 26, 1976 until April 30, 1976; reclassification of position without change in salary from Training Specialist IV to Associate Professor I of Industrial Relations, Graduate Program, Asian Labor Education Center, effective February 1, 1976 until May 31, 1976.

Saturnino Ador Dionisio, automatic pre-retirement increase in salary from Professor I (part-time) to Professor IV of Medicine (part-time), College of Medicine, and Attending Physician (part-time), Philippine General Hospital, effective August 1, 1975.

Ernesto O. Domingo as Director, Post-Graduate School of Medicine, College of Medicine, effective December 1, 1975 until November 30, 1978.

George Studley Gibbons as Visiting Professor of Geology, College of Arts and Sciences, without compensation, effective December 2, 1975 until January 31, 1976.

Fernando I. Gutierrez, extension of service beyond his retirement for an additional period of six (6) months as Professor VI of Paleontology, College of Arts and Sciences, effective June 23, 1976 until December 22, 1976.

Efren P. Hernandez, promotion in rank and salary from Associate Professor III to Professor I of Architecture, College of Architecture, effective July 1, 1976.

Emeteria P. Lee as Consultant on Test Development and Test Construction for Non-Verbal Test, University High School, College of Education, effective February 1976.

Elma C. Llaguno, reappointment as Professorial Lecturer in Chemistry, College of Arts and Sciences, effective January 13, 1976 until March 31, 1976.

Geronimo V. Manahan, increase in salary from Associate Professor I to Associate Professor III of Architecture, College of Architecture, effective April 1, 1976.

Tom F. Neales as Visiting Professor of Botany, College of Sciences and Humanities, University of the Philippines at Los Baños, without compensation, effective August 1, 1976 until December 31, 1976.

Honorato G. Paloma, increase in salary from Associate Professor I to Associate Professor III of Architecture, College of Architecture, effective April 1, 1976.

William P. Paterson as Visiting Professor of Planning, Institute of Environmental Planning, without compensation, effective January 1, 1976 until December 31, 1976.

Jose B.L. Reyes as Consultant, Law Center, effective January 21, 1976 until June 30, 1976.

Rafael Rodriguez, renewal of appointment as Commercial Bank and Trust Company Associate Professor of Business Administration, College of Business Administration, effective February 29, 1976 until February 28, 1977.

Alfonso P. Santos, automatic pre-retirement promotion in rank and salary from Associate Professor VII to Professor II of English, College of Arts and Sciences, effective January 1, 1976.

Gertrude Aguilar Santos as Consultant, Marine Sciences Center, effective December 15, 1975 until February 15, 1976.

Maria Q. Santos, reappointment after retirement as Professorial Lecturer in English, College of Arts and Sciences, effective October 27, 1975 (entrance to duty) until May 31, 1976.

Jose B. Socrates, reappointment as Professorial Lecturer in Education, College of Education, effective April 2, 1976 until May 31, 1976.

Serafin D. Talisayon, reappointment as Professorial Lecturer in Biology, College of Sciences and Humanities, University of the Philippines at Los Baños, effective October 27, 1975 until March 18, 1976.

Charles B. Wood as Visiting Scientist, Department of Food Science and Technology, College of Agriculture, University of the Philippines at Los Baños, effective February 1, 1976 until March 31, 1976.

Carlos V. Yambao, reappointment after retirement as Visiting Consultant (part-time), Out-Patient Department, Philippine General Hospital, effective September 1, 1975 (entrance to duty) until June 30, 1976.

Godofredo Ycaro, reappointment as Professorial Lecturer in Education, College of Education, effective April 1, 1976 until May 31, 1976.

The Board approved the following *ad interim* appointment:

Charles Fisher as Visiting Professor of Political Science, College of Arts and Sciences, effective January 26, 1976 until January 31, 1976.

TRANSFER TO PERMANENT STATUS

The Board approved the transfer of the following to permanent status:

Norma B. Chico as Assistant Professor I of Architecture, College of Architecture, effective February 1, 1976.

SCHOLARSHIPS, FELLOWSHIPS, GRANTS AND GIFTS

The Board accepted a personal check for ₱150,000.00 (PNB Check No. B-677161-K) from His Excellency, President *Ferdinand E. Marcos*, as his donation to the library of the College of Law, to enable the library to establish a Southeast Asian collection and acquire micro-filming equipment.

The donated amount has been deposited with the University Cashier under Code No. 76298-404-706 under O.R. No. 6546460.

* * *

The Board accepted the *Rolando San Luis Perez Memorial Foundation Scholarship* available to one student and consisting of ₱740.00 a semester, effective the beginning of the first semester, 1976-1977.

COLLECTION OF FEES

The Board authorized the College of Arts and Sciences to charge the rates of fees hereinbelow for the duplication of copies using the copier machine of the College, and the College Secretary to issue corresponding official receipts for payments received:

Ordinary	—₱0.60 per copy
Legal size	—₱0.70 per copy
Diploma	—₱0.80 per copy

Income generated from the fees will accrue to a trust liability account, against which costs of supplies and materials used and other incidental expenses in the operation of the machine shall be charged. The rates are comparable to those charged by other units for similar services.

RULE ON REMOVAL OF A GRADE OF "4" IN A BASIC SEQUENCE COURSE IN LANGUAGES

The Board approved the rule on removal of a grade of "4" in a basic sequence course in languages, as follows:

A student who obtains a grade of "4" in a basic sequence course in languages (English, Filipino, Spanish) may enrol in the next higher course, subject to the following conditions:

1. If he passes the higher course, he automatically removes the "4" in the lower course. His teacher in the lower course submits a removal grade of "3" for him.
2. If he fails in the higher course, he may still remove the "4" in the lower course.
3. If he gets a "4" in the higher course, he should take first a removal examination in that course before taking a removal examination in the lower course. If he fails the removal examination in the higher course, he may take the removal examination in the lower course.

INCREASE IN THE HONORARIA OF PROFESSORS EMERITI

The Board approved the further increase in the honoraria of professors emeriti in the service (or those who are teaching) from ₱500.00 a month as approved by the Board at its 868th meeting on 30 January 1976, to *₱700.00 a month.*

CREATION OF CLINICAL PROFESSORSHIPS IN THE COLLEGE OF MEDICINE

The Board approved the creation of clinical professorships in the College of Medicine.

ESTABLISHMENT OF THE ASIAN INSTITUTE OF TOURISM (AIT)

The Board *confirmed* the results of the referendum approving the memorandum of agreement among the Department of Tourism, the Philippine Tourism Authority, and the University for the establishment of the Asian Institute of Tourism (AIT).

The AIT shall (1) institute baccalaureate degree programs in Tourism Development and Management and in Food Service Management; (2) administer and strengthen the curriculum leading to the degree of Bachelor of Science in Hotel and Restaurant Management jointly with the Colleges of Home Economics and Business Administration; and (3) institute graduate degree programs in Hotel and Restaurant Management, Tourism Development and Management and Food Service Management. It shall likewise institute and coordinate studies in tourism and related areas.

The AIT shall be supervised by an Advisory Council of nine (9) members, with the Secretary of Tourism as Chairman, and the University President, the General Manager of the Tourism Authority, and six others including the AIT Dean, as members.

PRESIDENTIAL DECISIONS

The President approved the following appointments, reappointments, promotions, increases in salary, and other related matters:

Andresa T. Abas as Secondary School Teacher, Leyte Research and Development High School Project, U.P. College Tacloban, effective June 1, 1975 until May 31, 1976.

Delia R. Abasolo as Secondary School Teacher, Leyte Research and Development High School Project, U.P. College Tacloban, effective June 1, 1975 until May 31, 1976.

Lourdes C. Abellera, promotion in rank and salary from Instructor IV to Assistant Professor I of Psychology, U.P. College Baguio, effective April 1, 1976 until May 31, 1976.

Paterno M. Abellera, transfer to a new item and to non-substitute status as Instructor III in Educational Administration, College of Education, effective December 1, 1975 until May 31, 1976.

Carmen A. Abubakar, promotion in rank and salary from Instructor IV to Assistant Professor I, High School Department, U.P. College Baguio, effective April 1, 1976 until May 31, 1976.

Angeles G. Advincula as Secondary School Teacher, Leyte Research and Development High School Project, U.P. College Tacloban, effective June 1, 1975 until May 31, 1976.

Marie E. Aganon, increase in salary as Research Associate, Asian Labor Education Center, effective January 1, 1976.

Josefa P. Agnar as Secondary School Teacher, Leyte Research and Development High School Project, U.P. College Tacloban, effective June 1, 1975 until May 31, 1976.

Adrienne A. Agpalza, increase in salary as Research Associate, Institute of Environmental Planning, effective December 1, 1975 until December 31, 1975.

Bernardino Agustin, transfer from Assistant Professor without compensation to Assistant Professor I of Medicine (part-time), College of Medicine, and Attending Physican (part-time), Philippine General Hospital, effective February 1, 1976 until the return of Gabriel G. Carreon from a special detail, but not later than May 31, 1976.

Leonor M. Aragon as Member, National Teacher Training Center for the Health Professions Advisory Board, effective February 10, 1976 until February 9, 1977.

Carolina G. Arce as Secondary School Teacher, Leyte Research and Development High School Project, U.P. College Tacloban, effective June 1, 1975 until May 31, 1976.

Dina Arkhipov as Lecturer in Russian, University Library, effective February 19, 1976 until May 31, 1976.

Amelia S. Asencion, transfer to permanent status as Assistant Professor I of Biological Sciences, U.P. College Manila, effective January 1, 1976.

Daisy B. Atienza, increase in salary from Assistant Professor II to Assistant Professor IV of Industrial Relations, Asian Labor Education Center, effective January 1, 1976 until May 31, 1976.

Diana S. Aure, increase in salary from Instructor I to Instructor II in Chemistry, U.P. College Iloilo, effective April 1, 1976 until May 31, 1976.

Remedios C. Balbin, renewal of additional assignment as Dean Conrado Benitez Associate Professor of Business Administration, College of Business Administration, effective February 29, 1976 until February 28, 1977.

Delia R. Barcelona as Training Associate, U.P.-POPCOM Project of Mass Communication, effective January 15, 1976 until June 15, 1976.

Eligio B. Barsaba, transfer with reclassification of position and increase in salary from Resident Advisor, Kalayaan Residence Hall, Office of Student Auxiliary Services, to Instructor II in Educational Administration, College of Education, effective February 16, 1976 until the return of Rufino Eslao from a leave of absence, but not later than May 31, 1976.

Caridad K. Bautista as Secondary School Teacher, Leyte Research and Development High School Project, U.P. College Tacloban, effective November 2, 1975 until May 31, 1976.

Paulina F. Bautista as Project Leader, U.P.-POPCOM Project, Institute of Mass Communication, effective January 15, 1976 until June 15, 1976.

Evelyn T. Belleza, increase in salary from Instructor I to Instructor II in Business Administration, U.P. College Iloilo, effective April 1, 1976 until May 31, 1976.

Teresa F. Bernabe, renewal of additional assignment as SGV Foundation, Inc. Associate Professor of Management Services, College of Business Administration, effective February 29, 1976 until February 28, 1977.

Rhodora C. Bernal as Lecturer in Practical Arts-Occupational Therapy, School of Allied Medical Professions, College of Medicine, effective February 11, 1976 until the return of Theresa Rodriguez from a sick leave, but not later than March 19, 1976.

Angelina R. Bernardo, increase in salary as Head Resident Advisor, Kalayaan Residence Hall, effective January 1, 1976.

Armando F. Bonifacio, renewal of appointment as Member, Academic Personnel Board, effective January 26, 1976 until January 25, 1977.

Leonor M. Briones, increase in salary from Assistant Professor III to Assistant Professor IV of Public Administration, College of Public Administration, effective March 1, 1976.

June P. Brett, increase in salary from Instructor III to Instructor IV in Anthropology, U.P. College Baguio, effective April 1, 1976 until May 31, 1976.

Llena P. Buenvenida, reclassification of position with promotion in rank and salary from Senior Research Assistant to Research Associate, Institute of Environmental Planning, effective December 1, 1975 until December 31, 1975.

Jose P. Cabalu as Research Associate I, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective January 1, 1976 until June 30, 1976.

Israel B. Cabanilla as Officer-in-Charge and Disbursing Officer of the Anthropology Summer Field School, College of Arts and Sciences, effective April 2, 1976 until May 14, 1976.

Benjamin D. Cabrera as Member, National Teacher Training Center for the Health Professions Advisory Board, effective February 10, 1976 until February 9, 1977.

Dominador C. Canlas, renewal of additional assignment as Chairman, Department of Meteorology and Oceanography, College of Arts and Sciences, effective December 18, 1975 until April 30, 1976.

Ma. Aurora Carbonell as Senior Lecturer in Public Administration, U.P. College Tacloban, effective October 27, 1975 until May 31, 1976.

Benito C. Cardenas, promotion in rank and salary from Instructor IV to Assistant Professor I of Mathematics, U.P. College Baguio, effective April 1, 1976 until May 31, 1976.

Salvador L. Carlos, transfer to another item and to non-substitute status as Instructor I in Philosophy, College of Arts and Sciences, effective February 9, 1976 until May 31, 1976.

Salvador T. Carlota, increase in salary from Assistant Professor IV to Assistant Professor V of Law, College of Law, effective January 1, 1976.

Abraham Castillon, increase in salary from Instructor I to Instructor II in Political Science, U.P. College Iloilo, effective April 1, 1976 until May 31, 1976.

Angelito P. Castro, increase in salary as Associate Computer Programmer, Office of the University Registrar, effective April 1, 1976.

Ernesto C. Castro as Research Associate III, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective January 1, 1976 until June 30, 1976.

Jones M. Castro as Senior Lecturer in Finance and Accounting, College of Business Administration, effective February 16, 1976 until May 31, 1976.

Susana S. Cayco, increase in salary from Instructor II to Instructor III in Environmental Planning, Institute of Environmental Planning, effective December 1, 1975 until May 31, 1976.

Alicia A. Cedro as Research Associate III, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective January 1, 1976 until June 30, 1976.

Rosalina M. Cinco as Secondary School Teacher, Leyte Research and Development High School Project, U.P. College Tacloban, effective June 1, 1975 until May 31, 1976.

Jesusa A. Concha as Member, National Teacher Training Center for the Health Professions Advisory Board, effective February 10, 1976 until February 9, 1977.

Luisito F. Cordero, reclassification of position from Chief to Law Researcher III, Law Center, effective February 2, 1976 until June 30, 1976.

Onofre D. Corpuz as Chairman, National Teacher Training Center for the Health Professions Advisory Board, effective February 10, 1976 until February 9, 1977.

Cecilia P. Corral, increase in salary from Instructor I to Instructor II in Physical Education, U.P. College Iloilo, effective April 1, 1976 until May 31, 1976.

Irene R. Cortes, renewal of appointment as Chairman, Law Research Council and Consultant, Law Center, effective February 10, 1976 until February 9, 1978.

William L. Cummings as Visiting Research Associate, Institute of Environmental Planning, effective April 1, 1976 until December 31, 1976.

Jose Cuyegkeng as Member, National Teacher Training Center for the Health Professions Advisory Board, effective February 10, 1976 until February 9, 1977.

Guillermo R. Damian as Member, National Teacher Training Center for the Health Professions Advisory Board, effective February 10, 1976 until February 9, 1977.

Rolando A. Danao as Member, Executive Advisory Council, Natural Science Research Center, effective March 1, 1976 until February 28, 1977.

Karina C. David as Acting Research Coordinator, Institute of Social Work and Community Development, effective January 23, 1976 until May 31, 1976.

Rafael S. Dayot as Research Associate IV, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective January 1, 1976 until June 30, 1976.

Jaime G. de Año as Research Associate III, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective January 1, 1976 until June 30, 1976.

Lourdes de Castro, increase in salary from Assistant Professor I to Assistant Professor II of English, U.P. College Iloilo, effective April 1, 1976.

Rogelio de Castro, increase in salary as Associate Computer Programmer, Accounting Division, effective April 1, 1976.

Angelito S. de Dios as Research Associate I, DPWTC-UPIEP Projects, Institute on Environmental Planning, effective January 1, 1976 until June 30, 1976.

Eliseo A. de Guzman as Lecturer in Statistics, U.P.-NMYC-NCSO Statistical Manpower Training Program, Statistical Center, effective March 1, 1976 until February 28, 1977.

Manuel D. de Guzman as Research Associate III, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective January 1, 1976 until June 30, 1976.

Amelia O. de la Cruz as Lecturer in General Medicine, School of Allied Medical Professions, College of Medicine, effective October 27, 1975 until November 21, 1975.

Christine U. de la Paz as Research Associate III, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective January 1, 1976 until June 30, 1976.

Dionisia R. de la Paz as Lecturer in Statistics, U.P.-NMYC-NCSO Statistical Manpower Training Program, Statistical Center, effective March 1, 1976 until February 28, 1977.

Romeo de la Paz, renewal of additional assignment as Commercial Bank & Trust Company Associate Professor of Business Administration, College of

Business Administration, effective February 29, 1976 until February 28, 1977.

Gerardo V. de Leon as Officer-in-Charge, College of Medicine, effective February 2, 1976 until the return of Florentino Herrera, Jr. from a special detail abroad, but not later than February 14, 1976.

Ma. Alicia L. de Leon as Secondary School Teacher, Leyte Research and Development High School Project, U.P. College Tacloban, effective June 1, 1975 until May 31, 1976.

Norberto de Mesa as Project Assistant, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective December 1, 1975 until June 30, 1976.

Carol B. de Raedt, increase in salary from Assistant Professor I to Assistant Professor II of Sociology, U.P. College Baguio, effective April 1, 1976 until May 31, 1976.

Nona P. Disini, increase in salary from Assistant Professor I to Assistant Professor II of Community Development, Institute of Social Work and Community Development, effective February 16, 1976 until May 31, 1976.

Gaudelia V. Doromal, increase in salary from Assistant Professor II to Assistant Professor III of English, U.P. College Iloilo, effective April 1, 1976.

Erlinda L. Drilon, increase in salary from Instructor I to Instructor II in Physical Education, U.P. College Iloilo, effective April 1, 1976.

Agnes B. Ducao, reappointment as Lecturer in Mathematics, U.P. College Cebu, effective October 21, 1975 until May 31, 1976.

Francisco J. Dy as Member, National Teacher Training Center for the Health Professions Advisory Board, effective February 10, 1976 until February 9, 1977.

Ludivina K. Ebido, transfer to non-substitute status with increase in salary from Instructor II to Instructor III in Pharmacy, College of Pharmacy, effective April 1, 1976 until May 31, 1976.

Salvador H. Escudero III as Member, National Teacher Training Center for the Health Professions Advisory Board, effective February 10, 1976 until February 9, 1977.

Edilberto A. Espiritu as Instructor I in Social Studies, University Elementary School, College of Education, effective January 8, 1976 until the return of Vilma M. Resuma from a special detail, but not later than May 31, 1976.

Horacio R. Estrada, renewal of additional assignment as Member, Academic Personnel Board, effective February 29, 1976 until February 28, 1977.

Gloria D. Feliciano as Consultant for Research and Evaluation, U.P. POPCOM Project, Institute of Mass Communication, effective January 15, 1976 until June 15, 1976.

Andres I. Fernandez, increase in salary from Assistant Professor III to Assistant Professor V of Industrial Relations, Asian Labor Education Center, effective January 1, 1976 until May 31, 1976.

Elena San Juan Fernando, increase in salary from Assistant Professor II to Assistant Professor III of Pharmaceutical Pharmacy, College of Pharmacy, effective December 1, 1975.

Neri R. Gantuanko as Secondary School Teacher, Leyte Research and Development High School Project, U.P. College Tacloban, effective June 1, 1975 until May 31, 1976.

Marito H. Garcia as Research Associate I, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective January 1, 1976 until June 30, 1976.

Clemente Gatmaitan as Member, National Teacher Training Center for Health Professions Advisory Board, effective February 10, 1976 until February 9, 1977.

Nabor G. Gaviola as Research Associate X, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective January 1, 1976 until June 30, 1976.

Editha M. Gemanil as Research Associate IV, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective January 1, 1976 until June 30, 1976.

Corazon P. Gonzales as Member, National Teacher Training Center for the Health Professions Advisory Board, effective February 10, 1976 until February 9, 1977; extension of appointment as Director, National Teacher Training Center, effective February 2, 1976 until April 30, 1976.

Judith G. Granada as Research Associate, Project Element, College of Education, effective December 1, 1975 until November 30, 1976.

Milagros V. Gregorio, increase in salary from Assistant Professor I to Assistant Professor II of Accounting, College of Business Administration, effective April 1, 1976.

Reynaldo V. Guioguio, increase in salary from Instructor I to Instructor II in Journalism, Institute of Mass Communication, effective December 1, 1975 until May 31, 1976.

Joan W. Halloran as Senior Lecturer in Special Education, U.P. Extension Division Clark Air Base, effective February 3, 1976 until April 26, 1976.

Florentino Herrera, Jr. as Member, National Teacher Training Center for the Health Professions Advisory Board, effective February 10, 1976 until February 9, 1977.

Rosalina E. Hidalgo as Secondary School Teacher, Leyte Research and Development High School Project, U.P. College Tacloban, effective July 1, 1975 until August 31, 1975.

Mona P. Highley, reappointment as Researcher in a research project titled "A Project for Completing Previous Work Done on Iñigo Ed. Regalado," Social Sciences and Humanities Research Committee, Office of Research Coordination, effective November 13, 1975 until January 12, 1976.

Mona Lisa Hitalia, increase in salary from Instructor III to Instructor IV in Community Medicine, Comprehensive Community Health Program, effective April 1, 1976 until May 31, 1976.

James Hurley as Project Leader in a research project titled "Investigation of the structure of algebraic group over rings," Natural Science Research Center, effective January 16, 1976 until May 31, 1976.

Raul Rafael Ingles as Consultant for Administration and Production, U.P.-POPCOM Project, Institute of Mass Communication, effective January 15, 1976 until June 15, 1976.

Jose M. Javier, increase in salary as Training Specialist II, Asian Labor Education Center, effective January 1, 1976.

Corazon N. Juliano as Lecturer in Community Development, U.P. College Tacloban, effective October 27, 1975 until May 31, 1976.

Avelino E. Kapauan, Jr., reappointment as Research Associate IV, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective January 1, 1976 until June 30, 1976.

Lolita C. Kintanar as Lecturer in Social Work, Institute of Social Work and Community Development, effective December 1, 1975 until March 30, 1976.

Dennis R. Labayen, increase in salary from Instructor II to Instructor IV in Community Medicine, Comprehensive Community Health Program, effective April 1, 1976 until May 31, 1976.

Ma. Lourdes L. Ladrido, increase in salary from Instructor II to Instructor III in English, U.P. College Iloilo, effective April 1, 1976.

Raquel C. Lejano, increase in salary from Instructor IV to Instructor V in Industrial Pharmacy, College of Pharmacy, effective December 1, 1975.

Zenaida Z. Leonidas, increase in salary from Assistant Professor I to Assistant Professor II of General Science, U.P. College Iloilo, effective April 1, 1976.

Rosita L. Leonido, increase in salary from Assistant Professor I to Assistant Professor II of Pharmacy, College of Pharmacy, effective April 1, 1976.

Thomas Liang as Project Leader in a research project tiled "On the Passive Matrix Inverse Scattering Problem," Natural Science Research Center, effective January 16, 1976 until May 31, 1976.

Juan T. Lim, renewal of additional assignment with reclassification of position from Officer-in-Charge to Assistant Director, MBA Program Herran, College of Business Administration, effective February 1, 1976 until January 31, 1977; increase in salary from Assistant Professor III to Assistant Professor IV of Finance, College of Buisness Administration, effective April 1, 1976.

Leilani L. Lorilla as Lecturer in Community Development, U.P. College Tacloban, effective October 27, 1975 until May 31, 1976.

Rosenda Lorica as Project Leader in a research project titled "The Chemistry of Unsaturated Sugars," Natural Science Research Center, effective January 16, 1976 until June 30, 1976.

Ma. Elena A. Mable as Research Associate I, DPWTC-UPIEP Projects, Institute of Envonmental Planning, effective January 1, 1976 until June 30, 1976.

Eduardo R. Madamba as Team Leader, Project Element (Module C), College of Education, effective January 19, 1976 until the completion of the project, but not later than January 18, 1977.

Araceli S. Maglaya, increase in salary from Instructor III to Instructor IV in Community Nursing, Comprehensive Community Health Program, effective April 1, 1976 until May 31, 1976.

Josephine G. Mangubat, increase in salary from Assistant Professor II to Assistant Professor III of Education, High School Department, U.P. College Cebu, effective December 1, 1975.

Juan L. Manuel as Member, National Teacher Training Center for the Health Professions Advisory Board, effective February 10, 1976 until February 9, 1977.

Pacifico E. Marcos as Member, National Teacher Training Center for the Health Professions Advisory Board, effective February 10, 1976 until February 9, 1977.

Gilda V. Martinez as Research Associate IV, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective January 1, 1976 until June 30, 1976.

Lourdes F. Mencias as Research Associate II, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective January 7, 1976 until June 30, 1976.

Augusto P. Mercado, increase in salary from Assistant Professor IV to Assistant Professor VI of Industrial Relations, Asian Labor Education Center, effective January 1, 1976 until May 31, 1976.

Genaro A. Mocorro, increase in salary as Associate Computer Programmer, Office of the University Registrar, effective April 1, 1976.

Nena M. Mongaya as Research Associate IV, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective January 1, 1976 until June 30, 1976.

Crescencia T. Montaniel as Secondary School Teacher, Leyte Research and Development High School Project, U.P. College Tacloban, effective June 1, 1975 until May 31, 1976.

Margaret A. Montebon as Research Associate IV, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective January 1, 1976 until June 30, 1976.

Edilberto L. Moron as Secondary School Teacher, Leyte Research and Development High School Project, U.P. College Tacloban, effective June 1, 1975 until November 15, 1975.

Rosendo I. Nerida as Research Associate I, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective January 1, 1976 until June 30, 1976.

Pulcra M. Nietes, reappointment as Project Officer II, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective January 1, 1976 until June 30, 1976.

Marcial T. Ocampo as Research Associate IV, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective January 5, 1976 until June 30, 1976.

Perla S. Ocampo, reappointment to additional assignment as Officer-in-Charge, Department of Pediatrics, Philippine General Hospital, effective February 9, 1976 until the return of Luis M. Mabilangan from a vacation leave, but not later than February 29, 1976.

Dominadora Odeña as Secondary School Teacher, Leyte Research and Development High School Project, U.P. College Tacloban, effective June 1, 1975 until May 31, 1976.

Mabini F. Pablo as Area Manager II, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective January 1, 1976 until June 30, 1976.

Cayetano W. Paderanga, Jr. as Instructor IV in Economics, School of Economics, effective January 19, 1976 until May 31, 1976.

Leonidez A. Paguia, transfer to another item and to non-substitute status as Assistant Professor I of Medicine (part-time), College of Medicine, and Attending Physician (part-time), Philippine General Hospital, effective September 1, 1975 until May 31, 1976.

Felino A. Palafox, Jr. as Research Associate I, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective January 1, 1976 until June 30, 1976.

Aurora T. Payad, increase in salary as Training Specialist II, Local Government Center, College of Public Administration, effective January 1, 1976.

Nestor P. Perez as Member, National Teacher Training Center for the Health Professions Advisory Board, effective February 10, 1976 until February 9, 1977.

Nestor N. Pilar, increase in salary from Assistant Professor III to Assistant Professor V of Public Administration, College of Public Administration, effective January 1, 1976.

Paz G. Ramos as Member, National Teacher Trainning Center for the Health Professions Advisory Board, effective February 10, 1976 until February 9, 1977.

Vivencio A. Raymundo, promotion in rank and salary from Instructor IV to Assistant Professor I of Filipino, High School Department, U.P. College Baguio, effective April 1, 1976 until May 31, 1976.

Bernadette G. Recidoro, promotion in rank and salary from Researcher I to Researcher II, Office of Research Coordination, effective January 1, 1976.

Rosalinda R. Repulda, transfer from the Philippine Center for Advanced Studies and reclassification of position with increase in salary from Indexer/Coder to Instructor II in Community Development, U.P College Tacloban, effective May 15, 1976 until October 31, 1976.

Alberto G. Reyes as Research Associate I, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective January 1, 1976 until June 30, 1976.

Flora Z. Rivera as Conductor, U.P. Cherubim/Seraphim, College of Music, effective January 1, 1976 until June 30, 1976.

Gilda C. Rivero, increase in salary from Instructor I to Instructor II in Botany, College of Arts and Sciences, effective October 1, 1975 until May 31, 1976.

Rafael Rodriguez, renewal of appointment as Commercial Bank and Trust Company Associate Professor of Business Administration, College of Business Administration, effective February 29, 1976 until February 28, 1977.

Emerlinda R. Roman, increase in salary from Instructor II to Instructor III in Agribusiness, College of Business Administration, effective April 1, 1976 until May 31, 1976.

Segundo V. Roxas as Executive Secretary, Executive Advisory Council, Natural Science Research Center, effective March 1, 1976 until February 28, 1977.

Santiago S. Simpas, extension of appointment as Secretary, College of Public Administration, effective February 19, 1976 until April 30, 1976.

John Henry Smith as Senior Lecturer in Business Administration, U.P. Extension Division Clark Air Base, effective October 14, 1975 until January 21, 1976.

Emanuel V. Soriano, renewal of appointment as Dean Cesar E. A. Virata Professor of Business Administration, College of Business Administration, effective February 29, 1976 until February 28, 1977.

Castor S. Surla as Project Officer II, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective January 1, 1976 until June 30, 1976.

Agnes G. Tan, increase in salary from Instructor IV to Instructor V, Comprehensive Community Health Program. effective April 1, 1976.

Merle C. Tan, transfer to permanent status as Research Associate, Science Education Center, effective January 1, 1976.

Mehretab Tekie as Research Associate IV, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective January 1, 1976 until June 30, 1976.

Mary Eloisa V. Torres, increase in salary from Instructor II to Instructor IV in Biology, U.P. College Baguio, effective December 1, 1975 until May 31, 1976.

Cynthia D. Turiñgan, promotion in rank from Instructor VI to Assistant Professor I, Institute of Environmental Planning, effective December 1, 1975.

Edwin M. Varona as Associate Project Leader, U.P. POPCOM Project, Institute of Mass Communication, effective January 15, 1976 until June 15, 1976.

Emmanuel T. Velasco, renewal of appointment as Atlas Consolidated Mining Company Associate Professor of Business Administration, College of Business Administration, effective February 29, 1976 until February 28, 1977.

Godofredo A. Ventura, promotion in rank and salary from Instructor III to Assistant Professor I of Spanish, U.P. College Baguio, effective January 1, 1976 until May 31, 1976.

Lolita T. Yu, transfer to non-substitute status as Instructor II in Pharmacy, effective April 1, 1976 until May 31, 1976.

Calixto A. Zaldivar, transfer to another item and to non-substitute status as Assistant Professor I of Medicine (part-time), College of Medicine, and Attending Physician (part-time), Philippine General Hospital, effective September 1, 1975 until May 31, 1976.

Imelda A. Zosa as Lecturer in Statistics, U.P.-NMYC-NCSO Statistical Manpower Training Program, Statistical Center, effective March 1, 1976 until February 28, 1977.

SEPARATIONS FROM THE SERVICE

Resignations

Cynthia Bagal as Office Assistant (Graduate), College of Arts and Sciences, effective February 18, 1976.

Adorada Z. Dichupa as Assistant Professor, U.P. College Iloilo, effective February 16, 1976.

Lourdes Mallari as Clerk-Typist, Institute for Small-Scale Industries, effective February 27, 1976.

Gerardo Mendoza as Offset Press Operator, Institute of Mass Communication, effective February 1, 1976.

Edgardo Lopez as Clerk, University of the Philippines Extension Division Clark Air Base, effective February 5, 1976.

Ma. Teresa Runas as Research Aide, University Library, effective February 16, 1976.

Cynthia Zayas as Research Assistant, College of Music, effective February 1, 1976.

Retirements

Victorino Barreras as Foreman, Office of Physical Plant, effective February 4, 1976.

Marcial Cabrera as Security Officer, Security Division, effective February 1, 1976.

Antonio Lucero as Audio-Visual Technician, Asian Labor Education Center, effective February 1, 1976.

CONTRACTS AND AGREEMENTS

The Board *confirmed* the following contracts and agreements at its 869th Meeting on 26 February 1976:

1. Memorandum of Agreement with El Grande Hotel Manila

A memorandum of agreement was entered into between the Philippine Executive Academy and El Grande Hotel Manila, whereby the Hotel shall make available to the Academy for its exclusive use during Session 16 such rooms and facilities within the premises of the Hotel as the Academy may designate at agreed Package Plan Rates for room and board for participants and staff members and for other rooms on the basis of actual occupancy. The agreement covers the period from April 20 to June 30, 1976 and/or until the terms and conditions therein shall have been fulfilled.

2. Memorandum of Agreement with the Bureau of Animal Industry

A memorandum of agreement was entered into between the Bureau of Animal Industry and the University, whereby the University agrees, subject to certain terms and conditions, to allow the Bureau to construct a diagnostic laboratory for hoof-and-mouth disease in an appropriate area within the Diliman campus in order to insure optimum safety and full utilization of the expertise of both the Bureau and the College of Veterinary Medicine toward eradicating the disease. The construction, installation of facilities and equipment and operation and maintenance of the laboratory shall be without cost to the University, provided however that the actual construction of the laboratory and the installation of facilities and equipment shall be supervised by University personnel. The Bureau shall make the laboratory available for the training, studies and researches of the students and faculty members of the College. The agreement is for a period of 15 years, subject to renewal for another 15 years.

3. Memorandum of Agreement with the Commission on Population

a. A memorandum of agreement was entered into between the Commission on Population and the University whereby the parties agree to undertake the "Folk Media Project" of the Institute of Mass Communication under a POPCOM financial support. The agreement is for a period of four (4) months, from November 15, 1975 to March 14, 1976.

b. A memorandum of agreement was entered into between the Commission on Population and the University whereby the parties agree upon a project on "Development and Production of Population Education Visual Aids for In-School Use" under a POPCOM financial grant. The agreement shall be for a period of five (5) months, from January 15, 1976 until June 15, 1976.

4. Memorandum of Agreement with the Bicol River Basin Council

A memorandum of agreement was entered into between the Bicol River Basin Council and the University which provides for the transfer by the BRBC to the University of an amount as may be deemed necessary for each succeeding year until the termination of the Agreement which is for three (3) years, for payment of salaries and honoraria for each fiscal year until the completion of the project of developing the Bicol River area. The U.P. shall hire the needed personnel and administer the expenditure of said funds, subject to the conditions stipulated in the contract. The agreement may be renewed for a period mutually acceptable to both parties.

5. Supplemental Memorandum of Agreement with National Science Development Board

A supplemental memorandum of agreement was entered into between the National Science Development Board and the University regarding the NSDB Project No. 2,28.1 entitled "Graduate Manpower Training Program," which provides for the continuation of the existing Memorandum of Agreement dated 26 June 1961, except as to the budget and fields of study for AY 1976-1977 which shall be as indicated in the contract. The NSDB shall, under this supplemental budget, extend financial assistance to the project to be spent exclusively for purposes indicated in the line item budget dated 7 January 1976 thereto attached.

6. Contract of Lease with Southeast Asian Regional Center for Graduate Study and Research in Agriculture (SEARCA)

A contract of lease was entered into between the University and the Southeast Asian Regional Center for Graduate Study and Research in Agriculture (SEARCA) pertaining to a land area of 4,500 square meters on the UPLB campus which shall be leased to SEARCA for the construction of the SEARCA headquarters and the Agricultural Information Bank of Asia (AIBA).

The lease shall be for a period of 25 years, subject to renewal upon mutual consent of the parties. Upon termination of the contract, buildings and other improvements within the leased premises shall automatically pertain to UPLB.

7. Memorandum of Agreement with the Organization of Non-Academic Personnel of the University of the Philippines (ONAPUP)

A memorandum of agreement was entered into between the University and the Organization of Non-Academic Personnel of the University of the Philippines (ONAPUP), whereby the University recognizes the ONAPUP as the spokesman and representative of its members and all administrative personnel of the University and agrees with the policy proposals of the ONAPUP, among which are: (1) gradual conversion to monthly basis of employees' items on daily-wage basis subject to certain conditions; (2) the University not to enter into any agreement or contract with any private agency or agencies which in effect would replace or contract out employees or the service of custodial or janitorial workers or any other group of administrative personnel in the employ of the University; (3) provision of just and adequate compensation to administrative personnel working on Saturdays, Sundays, holidays or beyond the normal office hours subject to existing laws and regulations; (4) revision and updating of the present salary scale for administrative personnel; (5) provision of free uniform, laundry and meal allowance to low-salaried employees of the University Food Service and to custodial workers or domestic helpers of residence halls; free meal allowance to all other residence hall personnel while on actual duty; and free uniform and laundry allowance to all custodial workers and employees of the University effective 1977.

HISTORICAL PAPERS AND DOCUMENTS

CITATION TO KURT WALDHEIM

UNIVERSITY OF THE PHILIPPINES
to
KURT WALDHEIM
Diplomat, International Administrator and Statesman

GREETINGS:

For your passionate commitment to build a solid foundation for world peace and security as envisioned in the Charter of the United Nations, demonstrating exemplary leadership as Secretary-General especially in the delicate task of reconciling the divergent interests of member countries;

For your eminent role as diplomat and international negotiator whose reputation, talent and skill were earlier acknowledged in your chairmanship of United Nations committees that resolved questions on the nature of aggression, the peaceful uses of outer space, and the promulgation of international safeguards for the application of atomic energy; and

For your abiding concern for the future of the Third World which engendered mediation in the Vietnam conflict, support for self-determination of developing African countries, and protection of minority groups needing help in Asia, at all times drawing upon insights gained and experience tested not only in the United Nations but as a former Federal Minister of Foreign Affairs and leading candidate for the Presidency of Austria;

The BOARD OF REGENTS OF THE UNIVERSITY OF THE PHILIPPINES, by unanimous vote of its members and upon recommendation of the President of the University and the Committee on Honorary Degrees, today confers upon you the degree of

DOCTOR OF LAWS
(Honoris Causa)

In testimony whereof, this diploma and these vestments of distinction of the highest rank of honor in the University of the Philippines are hereby presented to you on this twelfth day of February in the Year of our Lord One Thousand and Nine Hundred and Seventy-Six, and of the University of the Philippines, the Sixty-Eighth.

(Sgd.) ONOFRE D. CORPUZ
President of the University

Attested:
(Sgd.) OSCAR M. ALFONSO
Secretary of the University

PRESIDENT ONOFRE D. CORPUZ'S REPLY TO THE STUDENT CONFERENCE CHAIRMAN REGARDING RESOLUTION ON THE REACTIVATION OF THE STUDENT COUNCIL AND OTHER MATTERS

UNIVERSITY OF THE PHILIPPINES
QUEZON CITY
Office of the President

16 February 1976

Ref. No. ODC-76-96
U.P. Student Conference
University of the Philippines
Diliman, Quezon City

Attention: *Student Conference Chairman*

Gentlemen:

I am in receipt of: (a) a letter dated 5 January 1976—signed by your chairman; (b) a letter dated 2 February 1976—unsigned, but purporting to come from "U.P. Student Conference"; and (c) a letter dated 5 February 1976—unsigned as above.

It is unwise to reply to unsigned letters, responsibility for which is unknown.

I am therefore replying to your 5th January letter, which is accompanied by other materials: (a) your Resolution on the reactivation of the Student Council; (b) proposed constitution of the Council; and (c) proposed University election code.

The Student Council is, in our *conventional* and pre-1972 tradition, important. If it were not important, you and I would not be taking issue on the matter. In fact, in your Resolution No. 1 you stated: "Whereas, on 21 September 1972, by virtue of Proclamation 1081 and subsequently General Order No. 5, the University Student Council was suspended...." Why was it suspended? You yourselves know this. As for me, I was not with the University then, and can only guess at the reasons considered by the supreme authorities of the land.

I have stated, not only to you but also before other groups, that the University President can decide on the matter. This does not mean that when you *demand* I shall acquiesce. To decide means to have options, for or against, and *the authority to decide favorably includes the authority to decide negatively.*

It is also necessary for me to ascertain accurately what your concept of a student council is. Therefore I must ask you a number of questions, your answers to which will influence my final decision.

When you asserted, in your organizational meeting, that the University is and ought to be "autonomous," what do you mean by "autonomous?" *You were very vague.* I told you then that the University is supported by the people's taxes, which proceed from their labor. The President of the Republic approves the budget of the University, which is an allocation of a portion of the people's taxes to the University. At the moment of Presidential approval, however, that money allocated in the budget does not exist. It still is to be raised; the farmers, laborers, clerks, managers, and other *adults* engaged in production of wealth must first produce that wealth through their labor, and other services. Then the government collects taxes, allocates these proceeds to various

government programs, and then releases the corresponding share of the University. Question: How can the University assert autonomy under these circumstances, when it is supported by the labor and wealth of the people allocated to it by the government? It can do so only by earning the *confidence* of the leaders of our government that the University's operations are contributive to national goals. Only stupid leaders of government will yield to petulant University demands.

Now you say that a student council must be "autonomous though not independent" of the University of the Philippines System. What do you mean?

You also say that the student council must participate "in all major policy-making bodies of the University." *I will attribute this to the immaturity of the membership and/or leadership* of the Student Conference. In fact it is almost obvious that the members and leaders of this particular Student Conference do not represent the students in this matter. What you are saying arises from ignorance, because the Charter of the University provides that policies of the University are formulated by specific bodies which are to be constituted by qualified persons by virtue of faculty status or by proper appointment by authority of the Government. The University Council, which is a policy-making body on curriculum, includes only persons who were once students, who dedicate themselves to teaching/research and other functions of the academic life, who have served the University adequately and competently and have thereby *earned* the rank of at least Assistant Professor in the University. The Board of Regents, another policy-making body of the University, includes only appointees of the President of the Philippines, except the University President, who is elected by the Board itself. A student is not qualified for these positions. You should work some more, then as an adult serve in some profession or occupation, so that you can qualify for these policy-making bodies in our University.

Incidentally, there was a time when a student was a member of the Board, by appointment of the President of the Philippines. The University's experience with that situation is lamentable. That particular student did not clear his accounts of public funds entrusted to him. As a result, one of the University's retired workers, with a record of otherwise loyal, dedicated, and competent service, cannot clear his accounts, and therefore has not received his retirement benefits.

You mention elections to the student council. I now realize that the system of elections to the Student Conference had many defects. The basic purpose of elections is to provide persons who are chosen to fill positions; these positions are created for certain purposes.

The position of member of the Student Conference was created so that the members can make contributions to the University's planning for its own welfare and improvement. Other groups involving administrators and faculty have already made these contributions and they have made *concrete* suggestions: on the University *rewards system* for recognizing exemplary service and for meeting socio-economic needs; on research and teaching improvement; on development of facilities and equipment; on new systems for improvement of management of procedures (communication and document-tracking, management of equipment, e.g.); on housing; *student welfare and services;* on the University's response to national development priorities; on manpower and human resources development; on democratization of the University student population; on abolition of daily wage labor; *et cetera.*

I had hoped that the members of the Student Conference would also make similar contributions. But all you could recommend was a student council. You were thinking of political structures, not community purposes.

I have not eliminated the matter of a student council in the University. But first, it is my duty to try and see to it that the diverse and heterogeneous values and interests of the thousands of students of the University are provided with mechanisms for representation in student politics.

Many students have come to me complaining of letters and other materials which they send to the student newspaper but which are never printed because they are opposite to your views. Many student leaders have come to me proposing student activities which the Student Conference has ignored. Many student groups have suggested to my office projects independent of politics but relevant to students' day-to-day concerns. These values, sentiments, and interests are as valid as yours, because they belong to a significant, in my opinion, number of other human beings.

In general, the University will explore ways towards providing representative mechanisms for these diverse values, sentiments, and interests, so that they can be recognized in our community life.

I am also advising you that I am aware that many students, like many adults, do not interest themselves in politics. They are quiet, they do not proclaim that they are crusaders and champions. But they are the masses of the University community. They have a profound wisdom: they resolve to attain professional competence as a result of their University studies, so that they can improve their individual capabilities and make contributions in their adult lives.

They are the "non-activists." I do not claim to speak for them. But neither do you. Nevertheless, because I was elected by the Board of Regents to manage the affairs of the University as chief executive officer, I have to interpret their interests as best as I can, in the same way that I try to read and serve the interests of the faculty, administrators, and more humble workers of our community.

Yours truly,
(Sgd.) ONOFRE D. CORPUZ
President

INCREASING THE PARTICIPATION OF UNIVERSITIES AND COLLEGES IN REGIONAL DEVELOPMENT

By Dr. ABELARDO G. SAMONTE
Chancellor, University of the Philippines at Los Baños

(Keynote Speech Delivered at the Conference-Workshop Sponsored by NEDA and Attended by Presidents of Universities and Colleges and Division Superintendents in Region V, Held at Iloilo City, February 23-26, 1976)

It is indeed a pleasure and a privilege to address you on the opening of this Conference-Workshop. The Regional Development Council, NEDA, and Ford Foundation must be congratulated for their initiative in bringing together academic leaders and government officials of the region to work out the formation of a Regional Educational Association. This Association is expected to help mobilize the universities and colleges, in partnership with the local governments, to the vital task of promoting the socio-economic development of West Visayas.

That our government planners are now calling on the universities and colleges to collaborate and increase their participation in the development program is, to me, of great importance.

It is truly a milestone in national and regional development. For, while education can rightly be considered as the motivating force of society, it has oftentimes been neglected or relegated to a minor role in many plans for social and economic development. Likewise, while the bulk of the scientific and technological expertise in developing countries are found in the universities such relatively scarce expertise has not been fully harnessed to the task of nation building.

Why has this been so? First, let us consider the nature and role of the university. Traditionally the university is a community of scholars, an institution of higher learning. It is a center for the conservation of culture; it preserves and disseminates knowledge from generation to generation, producing in the process scientists, humanists, professionals, and other high-level manpower for the larger community. With the growth of its research activities, the university assumed the added and more creative function of advancing the frontiers of knowledge. In the context of this traditional role, certain characteristics have been associated with the university. First is its autonomous and enduring nature as a social institution. It has been pointed out, for instance, that the universities in Europe survived even as empires rose and fell. From this historical perspective, many universities of today seek to maintain or safeguard their autonomy, to be set apart from the community as symbolized by such distinctions as the "town and gown" of numerous college communities in England and United States.

Another distinctive feature of the university is its tendency to take the long-range view. This is fostered by the tradition of farsightedness which makes the academic man look beyond the day-to-day concerns of the economic man.

This very nature of the university constitutes a source of strength as well as weakness. On the one hand, it is a source of strength because a progressive society needs an intellectual center like a university that can serve as its loyal critic or conscience and, at the same time, provide it with "intelligent vision beyond the restricted limits of the contemporary view." On the other hand, the autonomous or detached orientation in the university has made many academic man to build ivory towers where they have become divorced from the realities of the present-day world and even indifferent to the problems of the community and thus alienated from the people. Also, the long-range view has paradoxically led many members of the academe to set their sights toward the past rather than look to the future, of making academic or post-mortem analyses rather than working out prescriptions for future action.

I submit that the modern university, especially in a developing country like ours, must adopt a middle ground—a golden mean so to speak—whereby it can retain the strengths while overcoming the weaknesses that have arisen from the long established nature of a university. This can be done by expanding and enriching the role of the university. Aside from its traditional function to conserve, transmit and create knowledge, the university must serve as an agent of social change and national development. As such, it must gear its curricular programs more to the manpower needs of the country. It has to contribute to the solution of short and long-range problems of the community through research, training and other extension work. It must participate in determining the goals of society and in the formulation of national policy.

This expanded role of the university requires a positive, imaginative, and balanced approach. In a conference of Asian educators held in Jakarta over a year ago I stated:

> ...the university must play a dual posture of involvement and detachment in national policy making. As a fountainhead of knowledge and wisdom, the university must be involved in the formulation of policies to solve national or community problems. Its professors and researchers should be encouraged to relate their studies to policy-oriented problems. In appropriate cases, they should be allowed to serve on secondment to the Government or to act as consultants on a part-time, continuing basis. At the same time, the university should safeguard its autonomy and objectivity as an institution. While its constituents should in various ways be involved in policy making, the university as an institution should avoid being coopted by the Government or being guilty of political partisanship. Otherwise, the university will lose one of its valuable functions: to be a votary of truth and a critic of society.
>
> In sum, the university must play a balancing role that requires involvement and detachment. It must serve both as a participant and a critic, as an arm and a 'conscience' of the policy makers.

This is the challenge that faces the universities and colleges in our country today. In this connection, it is not enough that this new, expanded role of the university is commonly accepted; there must also be a proper climate for greater collaboration between government planners and the academe. In addition, the educational institutions themselves must have the capacity to play this expanded role effectively.

At the national level, the signs are encouraging. There is a growing acceptance of the new role of the university as an agent of social change and development.

At the same time, closer links between national development planners and the universities have been established by what Secretary Gerardo Sicat, NEDA Director General, has called the pattern of new technocracy. This trend started with the election of President Ferdinand E. Marcos in the mid-sixties, when the government technocrats previously recruited from business and financial circles were joined by university men. This new pattern is currently reflected by the fact that six members of the present cabinet are former deans or professors of the University of the Philippines, while a much larger number of academicians are now holding positions at sub-cabinet and bureau director levels.

In regard to institutional capacity to participate in national development programs, the University of the Philippines also provides a good example. Not only are many of its professors on special detail to many developmental agencies of the government, many other faculty members are members of standing policy bodies or of study commissions and inter-agency committees which are assigned to review existing, as well as to formulate new, development policies and programs. The U.P. also participates in the development process through its research, training and extension activities. It should be noted, however, that the conditions or arrangements for more effective participation of the U.P. in national development can be improved further; *ad hoc* and individualized responses to government requests for advice and assistance can be made more systematic and institutionalized. Nevertheless, the U.P. experience provides a good case of a wide acceptance of the expanded role of the university as an agent of social change and development, a favorable climate for government-university cooperation, and an increased capacity of the university to participate in national development planning and implementation.

Do these conditions exist as regards universities and colleges in the various regions of the Philippines? To what extent are these institutions participating in development programs of the region? What are the constraints or obstacles to increased participation? And how can such participation be made more effective?

In contrast to the U.P. case at the national level, the conditions for university or college participation in the regions are not too bright. This is largely due to a weakness in the country's system of higher education. As the Presidential Commission to Survey Philippine Education observed, the undue concentration of higher education in Manila "has contributed to the slow development of regional institutions and student inflow to the Greater Manila area has also aggravated the regional 'brain-drain.'"

Nonetheless, it must be observed that some regional universities and colleges have been striving to contribute the best way they can to community development. Many of their professors have been active in civic and government-sponsored activities. The efforts and contributions of these university men to regional development deserve due recognition. It is evident, however, that the contribution and participation of the universities and colleges can be increased and made more effective if certain constraints or obstacles are overcome.

There is, in the first place, a lack of development orientation in many regional institutions of higher learning. A major function of these institutions is to produce scientific, professional and other high-level manpower required to propel regional development. Actually, however, their academic or degree programs are hardly geared to meet the manpower needs of the region.

Regional universities and colleges, particularly the majority of private institutions which rely heavily on student fees for their operation, are often forced to concentrate on courses that do not require too much overhead or infrastructure like commerce, law, education and liberal arts. Educational standards are sometimes compromised, thus leading to low quality of instruction. The problem of sheer survival prevents many of these institutions from improving, much less revamping, their curricula to make them more responsive to socio-economic realities and to keep pace with technological advances and innovations.

There is also a shortage of qualified staff needed by the regional institutions to adequately perform the expanded role of research, training, and consultancy. Most of their faculties are heavily engaged in teaching that they have hardly any more time or energy to do anything else. Moreover, the better or promising ones are pirated by better paying agencies in the locality or else join the regional "brain-drain." Thus, they have not been challenged or made aware of the benefits and potentials of research, extension, and other kinds of involvement in regional development.

Furthermore, there appears to be a lack of mutual appreciation of what government planners and academicians can do for each other. In fact, there often arises some mutual suspicion, if not hostility. The government officials have alleged that academicians are too theoretical and often insensitive to the political factors of development policy making. The academicians, in turn, have contended that the planners are impatient in getting quick solutions to problems, and sometimes demand data to support a pre-determined conclusion.

To overcome these constraints and increase the participation of higher educational institutions in regional development, complementary action must be taken by both the universities and the government.

On the one hand, the universities and colleges must increase their capacity to participate in development, for increased capacity inspires greater confidence and leads to more meaningful contribution. Considering the aforementioned constraints, this requires a development-oriented and innovative approach, as well as a mastery of the art of effectively managing scarce resources. You may have specific ideas about this which will hopefully come out in your conference-workshop, but let

me present to you some reflections on this matter. The higher educational institutions must gear their programs more closely to the development needs of the region, including the full exploitation of its natural resources and its physical or social advantages. Degree or academic programs could be related to productive activities, and focused on priority areas of development which make these programs more amenable to government grants-in-aid or financial assistance from foundations or other aid-giving agencies. For instance, a sugar technology curriculum could very well attract support from the sugar industry, a rural development project from a Foundation, or a cooperative management course from the Department of Local Government and Community Development, or an action research program on family planning from the Population Commission.

The regional universities and colleges can also extend their activities to research, training, and consultancy by the establishment of institutes or centers, as the U.P. experience has demonstrated. Through these institutes and centers, projects directly related to development activities or problems could draw more outside financing and lead to increased university participation in regional development. In this connection, it may be mentioned that we are presently negotiating a World Bank loan to finance the establishment of rural development training centers to be based in selected universities in the regions. These centers will provide training of extension workers and technicians with participation and financing from the Departments of Agriculture, Natural Resources, Agrarian Reform, and Local Government and Community Development.

Academicians from the regions could likewise propose research projects for financing from the NSDB, PCARR, SEAFDEC, and other national and international organizations. To maximize research efforts with the limited resources available, graduate students could be guided to relate their theses to priority research areas which will enable them to obtain financial assistance for their studies.

Moreover, the universities and colleges in the regions could also organize consortia among themselves in order to avoid undue duplication and proliferation of programs in the midst of scarce funds, limited facilities, and shortage of qualified personnel. Such consortia need not be confined to joint degree programs; they could equally apply to collaborative research and joint consultancy or extension services.

In addition to increasing their capacity to be involved in regional development, it is important that the universities and colleges acquire a strong commitment to the welfare of the region and ultimately the nation. Thus, the Regional Education Association that is to be formed should act less as a pressure group lobbying for special or particularistic interests of its members or the educational sector, and more as a positive agent or contributor to the overall development and welfare of the people in West Visayas.

With the increased capacity and commitment of the educational institutions to development, there will likely be a more favorable climate for closer government-university cooperation in the region. The government planners also have a responsibility to ensure such cooperation for the greater good. They must develop a better appreciation for the need to involve the academicians in development planning and implementation. Moreover, they have to recognize the advantage of availing of the existing expertise and facilities in the universities and colleges, and thus avoid setting up separate institutes for research and training which have been found not only to be wasteful but ineffective.

The Government must also provide opportunities for more positive, institutionalized response of universities and colleges to the demands of development. Instead of pirating the more qualified staff from these educational institutions, the government could very well encourage the setting up of research or consulting groups by commissioning the university or college to undertake certain aspects of on-going development projects. This institutional arrangement has been working well with our multidisciplinary Technical Advisory Group at U.P. Los Baños vis-a-vis the Bicol River Basin Development Authority.

Through grants-in-aid and scholarships, the Government can encourage and assist the educational institutions in gearing their curricular and academic programs to priority needs of manpower development. Development plans should incorporate more inputs for more effective institution building and involvement of universities and colleges for regional development.

My friends, education must be made an important item in the agenda of national and regional development. Indeed, educational and manpower planning has to be more closely integrated into the overall development and planning of the country and the various regions. The universities and colleges have a vital function to perform in the achievement of such desired integration.

Moreover, the higher educational institutions must play a more expanded and positive role as agents of social change and development. They need to inject greater development orientation in their faculties as well as their plans and programs. They must be innovative and imaginative in achieving their goals with the limited staff and resources available to them. At the same time, they have to be resourceful and alert to opportunities and cooperative arrangements to increase their capacity and commitment to be in the mainstream of development.

Such efforts of the universities and colleges deserve an equally positive and supportive response from the government planners and administrators. Only then will there be mutual confidence and respect between the government and academe. Then and only then can these two vital sectors cooperate fully and effectively in promoting the social well-being and economic progress of our people.

LIST OF STUDENTS WHO COMPLETED ALL REQUIREMENTS FOR THEIR RESPECTIVE TITLES AND DEGREES AS OF THE END OF THE FIRST SEMESTER, 1975-1976

The Board approved the graduation of the following students confirmed by the University Registrar as having completed all the requirements for their respective titles and degrees as of the end of the first semester, 1975-1976.

Bachelor of Arts

Fermin D. Adriano, Daniel R. Agustin, Josephine T. Alipuddin (as of the end of Summer, 1975), Editha C. Angeles, Cynthia M. Apostol, Mildred C. Aquino, Verena Carmela Arciaga.

Elena P. Bacay, Bernardo M. Bacosa, Anavic Bagamaspad, Francisco G. Balitaan, Elva D. Bandonil, Merriam N. Barroga, Abel C. Beltran, Luis D. Beltran, Cesar B. Bisquera, Armi Budomo, Grace T. Bustos.

Arturo C. Cajucom, Jr., Remedios A. Calangi, Ma. Socorro N. Camacho, Rafael E. Camat, Jr., Nancy C. Canauay, Roseanna G. Canlas, Florina H. Capistrano, *cum laude*, Archimedes G. Carlos, *cum laude*, Fe R. Cendaña, Benedicto L. Cid.

Ramonito A. Darvin, Adela V. Dayao, Patricia O. de Guia, Jose S. de Leon, Lois Dillon, Ma. Isabel S. Echanis, Ma. Luis S. Esguerra, Reynaldo B. Gabat, Joaquin E. Gelvezon, Jacinto C. Gonzales, Ma. Angeles C. Guanzon, *cum laude*.

Corazon Hafalla (as of the end of Summer, 1975), Belinda Harrison, Pearl Marie N. Icamina, Editha G. Jabonillo, Generoso R. Jacinto, Jr., Rebecca B. Jayme, *cum laude*.

Renan L. Lamasan, Eugenio A. Lara, Jr., Vu Thi Tuyet Le, Wilfredo Limjap, Cesar Liporada, Edna Cecilia T. Loza, Salustiano P. Macatangay, Edgardo M. Madriaga (as of the end of Summer, 1975), Marilyn S. Magat, Alexander R. Magno, Manuela C. Mallari, Susanah Lily L. Mendoza, Wanda Marian A. Medina, *cum laude*, Norberto L. Mercado, Eduardo C. Miguel, Teresita E. Moran.

Melecio Q. Narag, Ador V. Ordinario, Peregrina F. Pangan, Rebecca B. Paz, Evelyn L. Quilala, Raoul B. Raymundo, Venancio P. Regala, Elizabeth S. Reyes, Ester V. Rimpos, Amorfina Rivera (as of the end of Summer, 1975), Lyn D. Roa.

Ma. Luz A. Salazar, Emmanuel O. Sales, Ma. Neriza C. San Juan, *cum laude*, Alberto S. Santos, Jaime L. Sarenas, Eleuterio P. Sarmiento, Nathaniel P. Sauz, Evelyn L. Tiambeng, Maria Luisa F. Torres, Evelyn G. Tragico, Ramel L. Trinidad.

Ma. Angelina C. Vera, *magna cum laude*, Samuel C. Villapando (as of the end of Summer, 1976), Reynold Q. Yaneza, Jocelyn A. Yared, Doreen G. Yu, *magna cum laude*, Cynthia N. Zayas.

Bachelor of Fine Arts

Marita C. Atienza, Ma. Elena A. Gamboa, Jonahmar A. Salvosa.

Bachelor of Industrial Education

Julius A. Maceda, Marcelo B. Robosa.

Bachelor of Interior Design

Rosemarie R. Cruz.

Bachelor of Landscape Architecture

Romeo B. Honasan, Jr.

Bachelor of Library Science

Marubeth D. Carbonell, Theresa B. Cruz, Elizabeth A. Rodriguez, Lily C. K. Wee, Allen N. Yan.

Bachelor of Science

Annabella A. Abrenica, Allan B. Achacoso, Milagros B. Amarra, Bernicella A. Arce, Luis R. Arcenas, Maximino G. Bagasao, Wilma S. Ballat, Ruth R. Bote, Imelda S. Bulatao, Rolando A. Camba, Evelyn M. Campos, Frelinda A. Cargo, Antonio Cariño, Nelson M. Castillo, Ma. Rebecca C. Chung, Gloria Co, Sonia A. Cornejo, Sonia S. Cua.

Vismindo B. de Gracia, Alegre A. de Guzman, Eleanor T. Donato, Augusto C. Dy, Desiree I. Fabros, *cum laude*, Edna P. Forsuelo, Maria Carmen C. Galang, Antoinette B. Generosa, Florentina S.D. Herrera, Milagros M. Herrera, Ligaya S. Hubero.

Luisito F. Idolor, Myrna M. Ilagan, Myra P. Lacuna, Agnes L. Layao, Paul Lee, Roseller L. Libarnes, Frank F. Ma, Jr., Imelda A. Magarro, Leodivini Q. Magtoto, Maria Ana C. Makalinaw, Veronica Y. Mauricio, Zenaida M. Medrano, Miguelito F. Mercado, Orlando Q. Morabe.

Ramon A. Olay, Rebecca C. Pajaro, Marilyn Pajel, Marissa M. Palma, *cum laude*, Melissa M. Peñas, *magna cum laude*, Conrado T. Pidlaoan, Maria Fe P. Pizarro, Elizabeth P. Que, Lorna R. Ramos, Carmelo V. Rillera, Josefa R. Rustia, Delfin A. Santos, Jr., Rossana T. Sy, *cum laude*.

Venancio C. Tapia, Jr., Minette P. Tirona, Elmo B. Tolosa, Lourdes Toral, Rosemarie Tuason, Evangeline Villamoran, Cynthia P. Villanueva, Quirico E. Villareal, Elena P. Vitug, Aura L. Yap.

Bachelor of Science in Agricultural Business

Raymundo T. Eleazar.

Bachelor of Science in Agricultural Chemistry

Myrna A. Anenias, Rodolfo M. Castillo.

Bachelor of Science in Agricultural Engineering

Catalino U. Collado, Jr., Florante M. Dagaas, Soliman T. Flavier, Eduardo T. Uy.

Bachelor of Science in Agricultural Extension

Mercedes L. Go, Alma S. Tan.

Bachelor of Science in Agriculture

Andrea T. Almeida, Eleanor D. Amante, Delfin A. Araneta, Myrna A. Baclig, Antonio E. Blanco, Melody G. Calisay, Quirino A. Caluya, Alan P. Capino, Esteban T. Castillo, Evelacio M. Corpuz (as of the end of Summer, 1955).

Jose I. Clar de Jesus, Olympia V. del Carmen, Celso L. de la Cueva, Angelita G. Dolores, Noel C. Duhaylung-

sod, Ponciano B. Epino, Edgardo M. Garcia, Dolores L. Gavino, Nemelita C. Guevarra, Noemi A. Gutierrez.

Raul Q. Javier, Felisa T. Lalap, Danilo J. Lalican, Flordeliza A. Lalunio, Hernani M. Lapid, Danilo M. Legacion, Jesusito L. Lim, Andres J. Llanto, Washington M. Lou, Lourna S. Luis, Priscila V. Madrid, Irma C. Magtibay, Editha M. Mandac, Zenaida E. Marfil, Conrado P. Medina, Alfredo R. Monzon, Jr.

Rosita C. Olalo, Arturo V. Orola, Leila L. Paje, Donato B. Parala, Margarita S. Pungtilan, Jose J. Quitco, Leonilo R. Realon, Agnes E. Recto, Renato C. Reyes, Teresita M. Reyes, Leopoldo M. Rueda, Celso C. Salamatin, Angelo N. Tanudra, Rolando O. Torres, Carlos T. Valeña (as of the end of Summer, 1971), Normal L. Villapando, Bernardo Z. Villena, Educartes C. Viloria, Loida S. Zamora.

Bachelor of Science in Applied Mathematics

Myrna C. Gregorio, Teodoro O. Honrado, Jr., Gloria A. Magnayon.

Bachelor of Science in Architecture

Roberto de J. Aguila, Anastacio U. Ilaga, Benjamin B. Joson.

Bachelor of Science in Business Administration

Milagros I. Acosta, Orlando Larry J. Ardina, Ronnie B. Alcantara, Rodolfo Arrieta, Jr., Alfred D. Bacallan, Fe W. Carilimdiliman, Josette P. Clavel, Ma. Armila F. Cristobal, Benedicto C. David, Adelina E. Francisco, Alfredo Z. Francisco, Jr., Jeannette P. Gamboa, Arturo A. Javier, Melvin Z. Locsin, Jocelyn G. Ramos, Ma. Teresa Santos, J. Armando R. Tarrosa, Francisco D. Toledo, Scarlett Lilian N. Velez (as of the end of the Second Semester, 1973-1974), Walter L. Villanueva.

Bachelor of Science in Business Administration and Accountancy

Bienvenido M. Aragon, *cum laude*, Ma. Isabel M. Caluag.

Bachelor of Science in Business Economics

Bella Antonia Q. Magpantay, Palermo C. Soriano, Jr., Marissa del R. Victoria.

Bachelor of Science in Biology

Luisito E. Bandian, Charles C. Onochie.

Bachelor of Science in Chemical Engineering

Edgardo W. Cabuslay, Divina E. Dalisay, Esperanza T. de Asis, Leonora S. Dicioco, Benedicta V. Giongco, Francisco S. Lima, Alex S. Seneta.

Bachelor of Science in Chemistry

Rosario B. Aldaba, Cherrie L. Bunag, *cum laude*, Genevieve P. de Guzman, Jocelyn M. Dionisio, Emelyn Rose F. Español, Myrna B. Hipol, Roger N. Liquette, Rene M. Olvina, S. Ildefonso A. Raya III, Norman Q. Sacro, Marie I. Velasco.

Bachelor of Science in Civil Engineering

Cayetano C. Agpi, Romeo G. Balbastro, Manuel R. Berina, Jr., Rodolfo C. Hernandez, Gilberto A. Jimeno, Gerard H. Kho, Mario N. Lorenzo, Armando V. Mendoza, Jose Rene C. Roncesvalles, Edgardo R. Samson, Antonio Z. Villanueva.

Bachelor of Science in Community Development

Rosalinda C. Commission, Ramon B. del Rosario, Marlon B. Roldan, Gudella G. Sabasa.

Bachelor of Science in Community Nutrition

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Bachelor of Science in Education

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Bachelor of Science in Electrical Engineering

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Bachelor of Science in Fisheries

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Bachelor of Science in Food Technology

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Bachelor of Science in Mining Engineering

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Bachelor of Science in Pharmacy

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Bachelor of Science in Statistics

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Certificate in Business Management

Pooniyom Kamol.

Certificate in Community Development

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Certificate in Fine Arts

Candida R. Villarama.

Certificate in Governmental Management

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Master of Social Work

Ha Vinh Yeh (as of the end of Summer, 1975), Le Trong Phu, Nguyen Thi Tu.

Master of Statistics

Francisco K. Mallion.

Doctor of Veterinary Medicine

Lilian G. Duque, Dominador A. Reyes, Cesar de Leon Yan.

Doctor of Business Administration

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James F. Adams, Teodulo C. Anievas, Ofelia K. Bautista, Felipe B. Cachola, Belgrano T. Cajigal, Bernabe B. Cocjin, Ricardo T. Gloria, Vidya Sagar Lall, Ibrahim Manwan, Bernard Hendrik Siwi, Subijanto Sujadi, Sekhar Chandra Sur.

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ADMINISTRATIVE ISSUANCES

ADMINISTRATIVE ORDER

Administrative Order No. 6: Constitution of an Action Committee

In accordance with Memorandum Circular No. 896 of the Office of the President of the Philippines dated March 3, 1976, the following are hereby constituted into an Action Committee of the University of the Philippines, in addition to their present duties, which shall follow up and ensure expeditious disposition of cases referred to the University by the Special Action Unit of the Office of the President of the Philippines: Atty. Hermenegildo C. Dumlao, Assistant to the President, Chairman; and Atty. Pio P. Frago, Chief, Office of Administrative Personnel Services, and Atty. Elpidio M. Catungal, Administrative Officer, Office of the Vice-President for Administration, Members.

26 March 1976

MEMORANDUM CIRCULARS

Memorandum Circular No. 7-A: Procedure for Nominations for Arts and Sciences Deanship

Supplementary to item no. 2 (page 2) of Memorandum Circular No. 7 dated 5 February 1976, and by way of clarifying the procedure in the College of Arts and Sciences for gathering a consensus on three nominees for the deanship:

a. The members of the college staff (regular members of the faculty, and the academic non-teaching and administrative personnel), shall first decide on the mode of nomination — i.e., either in writing, verbally from the floor, or a combination of both.

b. Each regular faculty member and each one of the academic non-teaching and the administrative personnel shall be entitled to nominate three (3) *different* persons each for the deanship.

c. The five (5) regular faculty members with the highest number of nominations after the first round shall compose the list of nominees, from which each regular faculty member and each one of the academic non-teaching and the administrative personnel shall again nominate three (3) *different* persons each in the second and last round of nominations.

d. The names of the three (3) regular faculty members with the highest number of nominations after the second and last round shall be submitted to the Office of the President for consideration for appointment, item no. 3 (page 2) of Memorandum Circular No. 7 notwithstanding.

Please be guided accordingly.

2 March 1976

For the President:
(Sgd.) EMANUEL V. SORIANO
Executive Vice-President

Memorandum Circular No. 10: Circular No. 184-76

Quoted hereunder is the text of Circular No. 184-76 from the Government Service Insurance System dated February 20, 1976 for information and guidance:

"Republic of the Philippines
"GOVERNMENT SERVICE INSURANCE SYSTEM
"M a n i l a

"February 20, 1976
"CIRCULAR NO. *184-76*
"TO : ALL HEADS OF DEPARTMENTS, CHIEFS OF BUREAUS AND OFFICES, MANAGING HEADS OF GOVERNMENT-OWNED OR CONTROLLED CORPORATIONS, PROVINCIAL GOVERNORS, CITY AND MUNICIPAL MAYORS, TREASURERS, AND OTHERS CONCERNED
"SUBJECT : AN URGENT REMINDER FOR THE STRICT AND FAITHFUL COMPLIANCE TO MEMORANDUM CIRCULAR NO. 183-75, DATED NOVEMBER 7, 1975

"The GSIS is deeply committed in promoting the benefit and welfare of government retirees. All avenues of possibilities are constantly being explored in order to further improve efficiency particularly in the expeditious settlement and payment of retirement insurance claims. Accordingly, Memorandum Circular No. 183-75 was issued on November 7, 1975 calling for, among other things, the early submission of retirement applications so that no delay in the payment of the benefit will be sustained.

"Response to the call, however, has not been quite satisfactory as anticipated. Consequently, the GSIS finds it necessary to reissue the same circular if only to serve as a reminder to all prospective retirees and endorsing officials alike that the primary objective of paying claims right on the date of retirement cannot be achieved without their direct involvement and participation.

"Reproduced hereinbelow for the information and guidance of all concerned is the full text of the previous circular:

"Republika ng Pilipinas
"PASEGURUHAN NG MGA NAGLILINGKOD SA PAMAHALAAN
"(GOVERNMENT SERVICE INSURANCE SYSTEM)
"Manila-2801

"November 7, 1975
"MEMORANDUM CIRCULAR No. *183-75*
"TO : ALL HEADS OF DEPARTMENTS, CHIEFS OF BUREAUS AND OFFICES, MANAGING HEADS OF GOVERNMENT-OWNED OR CONTROLLED CORPORATIONS, AND OTHERS CONCERNED
"SUBJECT : SUBMISSION OF RETIREMENT APPLICATIONS UNDER CA 186, AS AMENDED, BY PROSPECTIVE RETIREES AND ENDORSING OFFICIALS SIXTY (60) DAYS PRIOR TO DATE OF RETIREMENT

"In order to enable the Government Service Insurance System to effect the payment, *right on the date of retirement*, of the lump sum or the initial monthly annuity check to retirees under CA 186, as amended, all prospective retirees and endorsing officials are hereby urged to

submit to the GSIS the retirement applications including all pertinent requirements at least SIXTY (60) DAYS before the effective date of retirement under said Act. This is to afford the GSIS sufficient time to process, adjudicate, and compute the retirement claims on or before the actual date of retirement.

"All employers should endeavor to clear all accountabilities of their retiring employees on or before the date of retirement. The GSIS will pay the proceeds in full on or after the date of retirement unless the GSIS receives beforehand a court order or an authorization from the retiring employee allowing the GSIS to deduct from the proceeds of his retirement benefits the amount of his accountabilities and to remit the same to his employer.

"It is recognized that it may not be practical to apply the beneficial effects of this circular to all prospective retirees, particularly accountable and bonded officials and employees, whose final accountabilities may not be determinable prior to the last day of actual service. However, all employers are hereby encouraged to apply this circular for the benefit of as many of their retiring employees as possible. The provisions of any previous circulars of this Office which are inconsistent herewith are hereby superseded.

"(SGD.) ROMAN A CRUZ, JR.
"General Manager

"All concerned are, therefore, enjoined to lend their utmost support and cooperation in endorsing an application for retirement at least SIXTY (60) days before the effective date of retirement to allow ample time for processing, adjudication and computation of the claim and thus enable the GSIS to pay the benefit right on the date of retirement.

"(SGD.) ROMAN A. CRUZ, JR.
"General Manager"

All prospective retirees, therefore, wishing to retire from the service of the University under any of the provisions of C.A. 186, as amended by R.A. 4968, are hereby advised to see the Office of Academic Services (for faculty and academic non-teaching personnel) or the Office of Administrative Personnel Services (for administrative personnel) at least four (4) months before their intended retirement to be properly apprised of the pertinent requirements in their application for retirement in order to facilitate the submission of the same to the GSIS and to be able to meet the deadline prescribed by the GSIS in the above-mentioned Circular.

Please be guided accordingly.

24 March 1976

(SGD.) EMANUEL V. SORIANO
Executive Vice-President

MEMORANDA

Memorandum No. 7: Rules and Regulations for the Conduct of Nominations for the Deanship of the College of Arts and Sciences

In connection with the nominations for the Deanship of the College of Arts and Sciences, which the College Personnel as well as the Dean, have requested me to supervise, the following are the rules and regulations which shall govern these nominatons in order to ensure their proper and orderly conduct:

1. *Who May Nominate:* All regular academic teaching (Professors, Associate Professors, Assistant Professors, and Instructors), academic non-teaching and administrative personnel (whose items are in the CAS budget) of the College of Arts and Sciences are entitled to submit the names of one to three different faculty members each as nominees for Dean of the College.

2. *Who May be Nominated:* All regular faculty members (academic teaching personnel) are eligible for nomination for the Deanship of the College.

3. *The Conduct of Nominations:* The nominations shall be conducted in two stages, both by secret balloting.

In the first balloting, each personnel of the College shall submit the names of one to three different faculty members on CAS BALLOT A to the Office of the College Secretary on or before March 11, 1976, 5:00 p.m.

The College Secretary, with the assistance of four members of his staff whom he shall designate, shall publicly canvass the results of the first balloting at the Faculty Center Conference Hall on March 11, 1976 after 5:00 p.m. All personnel of the College are invited to witness this canvassing of nominations.

The College Secretary shall inform the Executive Vice-President of the results of the first balloting.

The Office of the Executive Vice-President shall announce the results of the first balloting to the personnel of the College, and request them to choose from among the five who received the most number of nominations his second balloting nominees.

In this second balloting, each personnel of the College shall submit the names of one to three different faculty members on CAS BALLOT B to the Office of the College Secretary on or before March 17, 1976, 5:00 p.m.

The College Secretary, with the assistance of four members of his staff whom he shall designate, shall publicly canvass the results of the second balloting at the Faculty Center Conference Hall on March 17, 1976 after 5:00 p.m. All personnel of the College are invited to witness this canvassing of nominations.

The College Secretary shall inform the Executive Vice-President of the results of the second and final balloting.

4. *The Counting of Nominations:* All nominations which are written on the wrong CAS BALLOT FORM shall not be counted.

Names which are illegibly written on the CAS BALLOT FORM shall not be counted.

Names of academic non-teaching and administrative personnel written on the CAS BALLOT FORM shall not be counted.

The name of the same faculty member written more than once on the same CAS BALLOT FORM shall be counted only once for that ballot form.

5. *Cases of Protest:* Nomination protests shall be heard and decided on or before March 22, 1976 by the Executive Vice-President.

8 March 1976

(Sgd.) EMANUEL V. SORIANO
Executive Vice-President

Memorandum No. 8: Nominations for the Deanship of the College of Arts and Sciences

In connection with the nominations for the Deanship of the College of Arts and Sciences, which the College Personnel, as well as the Dean, have requested me to supervise, please find attached herewith duplicate copies of the ballot forms which will be used for the first and the second ballotings for the nominations.

Kindly write on the first balloting form (labelled CAS BALLOT A) the names of one to three different faculty members whom you would like to nominate for the position of Dean of the College of Arts and Sciences. Kindly deposit the original copy of the ballot form and stub in a ballot box provided for this purpose at the Office of the College Secretary, and drop the duplicate copy of the same ballot in another ballot box provided by the Office of the President which shall also be used in the Office of the College Secretary, on or before Thursday, March 11, 1976, 5:00 p.m.

Also, kindly retain the second balloting form (labelled CAS BALLOT B). Instructions on the procedure for the second balloting shall be circulated after the results of the first balloting have been canvassed on March 11, 1976 after 5:00 p.m.

In this regard, may I invite you to witness the public canvassing of the results of the first balloting on March 11, 1976 after 5:00 p.m. at the Faculty Center Conference Hall.

Thank you very much for your kind cooperation.

8 March 1976

(Sgd.) EMANUEL V. SORIANO
Executive Vice-President

Memorandum No. 8-A: Submission by Absentees of Nominations for the Deanship of the College of Arts and Sciences

In order not to unduly deprive anyone of the eligible personnel of the College of Arts and Sciences from exercising his right to make nominations for the Deanship, those who can not exercise this right personally because of illness, absence due to official business, or some other valid reason, can authorize someone to drop their ballot in the ballot box according to the procedure outlined below.

1. The authorization shall be given by filling out and signing the following—

—March 1976

This authorizes M————————————, acting in my behalf, to drop my ballot(s) in the ballot box as indicated by checkmark below:

( ) BALLOT A (on or before 5:00 P.M., March 11, 1976)

( ) BALLOT B (on or before 5:00 P.M., March 17, 1976)

———————————
Printed Name

———————————
Signature

2. The above authorization, duly signed, shall be presented to the College Secretary or his representative, who shall verify the identity of the authorized person.

3. Each ballot given to an authorized representative shall be *sealed* in a separate envelope before it is dropped into the ballot box. Ballot A and Ballot B must be in separate sealed envelopes.

Only the ballots which are *sealed* in an envelope shall be accepted for deposit in the ballot box.

Please be guided accordingly.

8 March 1976

(Sgd.) EMANUEL V. SORIANO
Executive Vice-President

Memorandum No. 11: Second Balloting Nominations for the Deanship of the College of Arts and Sciences

This is to inform you that the following faculty members received the most number of nominations in the first balloting for the Deanship of the College of Arts and Sciences:

Name of Faculty Member	*No. of Nominations*
1. Francisco Nemenzo, Jr.	201
2. Domingo C. Salita	129
3. Armando F. Bonifacio	109
4. Oscar M. Alfonso	105
5. Alfredo V. Lagmay	55

Kindly select from among the five faculty members listed above your own nominees. Please write on the second balloting form (earlier distributed to you and labelled CAS BALLOT B) the names of one to three *different* faculty members whom you would like to nominate for the position of Dean of the College of Arts and Sciences.

Kindly deposit the original copy of the ballot form and the stub in the ballot boxes provided for this purpose at the Office of the College Secretary, and drop the duplicate copy of the same ballot in another box provided by the Office of the President which shall also be used in the Office of the College Secretary, on or before *Wednesday, 17 March 1976, 5:00 p.m.*

In this regard, may I again invite you to witness the public canvassing of the results of the second balloting on 17 March 1976 after 5:00 p.m. at the Faculty Center Center Conference Hall.

Thank you very much for your kind cooperation.

12 March 1976

(Sgd.) EMANUEL V. SORIANO
Executive Vice-President

Memorandum No. 12: Nominations for the Deanship of the College of Arts and Sciences

This is to inform that the following three faculty members received the most number of nominations in the second balloting for the Deanship of the College of Arts and Sciences:

Name of Faculty Member	*No. of Nominations*
1. Francisco Nemenzo, Jr.	221
2. Domingo C. Salita	124
3. Oscar M. Alfonso	121

18 March 1976

(Sgd.) EMANUEL V. SORIANO
Executive Vice-President

DECISIONS OF THE BOARD OF REGENTS

868th Meeting, 30 January 1976

Anunciacion R. Meñez, promotion in rank and salary from Assistant Professor IV to Associate Professor I of Education, College of Education, effective December 1, 1975.

870th Meeting, 24 March 1976

APPOINTMENTS, REAPPOINTMENTS, RENEWALS OF APPOINTMENT, PROMOTIONS, INCREASES IN SALARY, ET AL.

The Board approved the following appointments, reappointments, renewals of appointment, promotions, increases in salary, and other related matters:

Teodoro A. Agoncillo as University Professor, effective March 24, 1976 until the date of his retirement.

Cecilio R. Arboleda, promotion from Assistant Professor IV to Associate Professor I of Animal Science, College of Agriculture, University of the Philippines at Los Baños, effective March 16, 1976.

Leticia M. Asuzano as Professorial Lecturer in Education, College of Education, effective April 2, 1976 until May 31, 1976.

Esteban B. Bautista, increase in salary as Assistant Head and Law Researcher IV, Division of Research and Law Reform, Law Center, effective October 1, 1975.

Benjamin D. Cabrera, renewal of appointment as Dean, Institute of Public Health, effective May 1, 1976 until April 30, 1981.

Benjamin M. Catane, renewal of appointment as Dean, U.P. College Tacloban, effective May 1, 1976 until April 30, 1981.

Laures T. Empig as Associate Professor of Horticulture, College of Agriculture, University of the Philippines at Los Baños, effective March 1, 1976 until June 30, 1976.

Raymundo A. Favila as Professor Emeritus of Mathematics, College of Arts and Sciences.

Fernando I. Gutierrez, automatic pre-retirement increase in salary from Professor VI to Professor VIII of Geology and Geography, College of Arts and Sciences, effective April 1, 1976.

Efren P. Hernandez, promotion in rank and salary from Associate Professor III to Professor I of Architecture, College of Architecture, effective February 1, 1976 (instead of July 1, 1976 as previously approved by the Board at its 869th meeting on 26 February 1976).

Mohamed S. Khalil as Visiting Professor of Botany, College of Arts and Sciences, effective June 1, 1976 until May 31, 1977.

Luisa I. Layug, increase in salary as Chief, Special Audit Division (Range 11), Office of the University Auditor, effective April 16, 1976.

Emeteria P. Lee, reclassification of position with promotion in rank and salary from Admissions Specialist III to Assistant University Registrar, Office of the University Registrar, effective March 16, 1976.

Dionisio O. Liwag, promotion in rank and salary from Superintendent (Range 9) to Director (Range 11), Campus Landscaping Office, Office of the President, effective February 1, 1976.

William A. Longacre as Visiting Professorial Lecturer in Anthropology, College of Arts and Sciences, without compensation, effective April 1, 1976 until May 31, 1976.

Antonio O. Mabesa, correction of appointment issued and approved by the Board at its 866th meeting on 30 October 1975, such that the same include the phrase "and transfer to permanent status" (as Associate Professor III of Speech and Drama), effective the same date, i.e., October 1, 1975.

Rodolfo Madrazo, increase in salary as Assistant Manager (Range 11), Basilan Land Grant, effective January 1, 1976.

Roque A. Mamon, reappointment as Professorial Lecturer in Philosophy, U.P. Extension Division Clark Air Base, effective February 2, 1976 until May 31, 1976.

Geronimo V. Manahan, increase in salary from Associate Professor I to Associate Professor III of Architecture, College of Architecture, effective February 1, 1976 (instead of April 1, 1976 as previously approved by the Board at its 869th meeting on 26 February 1976).

Francisco Nemenzo, Jr. as Dean, College of Arts and Sciences, effective May 1, 1976 until April 30, 1981.

Nestor M. Nisperos, renewal of appointment as Dean, U.P. College Cebu, effective May 1, 1976 until April 30, 1981.

Honorato G. Paloma, increase in salary from Associate Professor I to Associate Professor III of Architecture, College of Architecture, effective February 1, 1976 (instead of April 1, 1976 as previously approved by the Board at its 869th meeting on 26 February 1976).

Salvador R. Salceda, renewal of appointment as Director, Philippine Eye Research Institute, effective May 1, 1976 until April 30, 1979.

Ave R. Tolentino as Officer-in-Charge, U.P. Baguio Residence Hall, U.P. College Baguio, effective June 1, 1975 until May 31, 1976.

Armando A. Villaflor, renewal of appointment as Don Ramon A. Arevalo Associate Professor of Forestry, College of Forestry, University of the Philippines at Los Baños, effective February 1, 1976 until January 31, 1977.

Leopoldo Y. Yabes as University Professor, effective March 24, 1976 until the date of his retirement.

The Board *confirmed* the following *ad interim* appointment:

Virginia R. Moreno as Director, U.P. Film Center, effective February 26, 1976 until April 30, 1976.

TRANSFER TO PERMANENT STATUS

The Board approved the transfer of the following to permanent status:

Cecilia D. Alip as Assistant Professor I of Education, U.P. Extension Division Clark Air Base, effective March 1, 1976.

Dolores C. Liwanag as Assistant Professor I of Journalism, U.P. Extension Division Clark Air Base, effective March 1, 1976.

Mildred B. Oliveros as Assistant Professor I of Natural Science, U.P. Extension Division Clark Air Base, effective March 1, 1976.

Leonidez A. Paguia as Assistant Professor I of Medicine (part-time), College of Medicine, and Attending Physician (part-time), Philippine General Hospital, effective March 1, 1976.

Josefina G. Tayag as Assistant Professor I of Political Science, U.P. College Manila, effective March 1, 1976.

Calixto A. Zaldivar as Assistant Professor I of Medicine (part-time), College of Medicine, and Attending Physician (part-time), Philippine General Hospital, effective March 1, 1976.

SCHOLARSHIPS, FELLOWSHIPS, GRANTS AND GIFTS

The Board accepted a donation of ₱12,000.00 for the *Gabriel A. Bernardo Memorial Scholarship* from the U.P. Library Science Alumni and friends to perpetuate the memory of Prof. Gabriel A. Bernardo, who was University Librarian and Head of the Department of Library Science for more than 30 years.

The scholarship provides the sum of ₱500.00 a semester for a qualified full-time graduate student at the Institute of Library Science for school fees and other academic expenses.

* * *

The Board approved the revision of Rule IV of the rules governing the *U.P. Integrated Foreign Scholarship Program,* to wit:

Rule IV. Duration:

[Until completion of one degree course, subject to the prescribed academic rule, but not exceeding five years, provided that, graduate students on the masteral and doctoral levels who have completed their academic requirements, shall be given one year and two years, respectively, to complete their thesis/dissertation.]

a. *UNDERGRADUATE*
   1. *For four-year degree programs, not exceeding five years;*
   2. *For five-year degree programs, not exceeding six years.*

b. *GRADUATE*
   1. *For masteral programs, not exceeding two years;*
   2. *For doctoral programs, not exceeding four years.*

(Words in brackets to be deleted; those in italics to be added.)

COLLECTION OF FEES

The Board authorized the U.P. College Baguio High School to adopt the present graduation fee in the University High School, Diliman, which is forty-five pesos (₱45.00), broken down as follows:

Diploma fee	₱20.00
Miscellaneous	25.00

Following the practice in Diliman, the graduation fee will be collected after the students who are certain to graduate have been determined.

The Board also *noted* that the U.P. College Baguio High School will be graduating its first high-school graduates for the school year 1975-1976, and no graduation fee or diploma fee had yet been approved by the Board for the said high school.

* * *

The Board authorized the U.P. Extension Division Clark Air Base to charge the following rates of fees for xerox copying services and to set up a special account for the proceeds therefrom, against which expenses for supplies and other incidental expenses shall be charged:

8 ½" x 11"	₱0.55
8 ½" x 13	0.65

FOURTH PROGRESS REPORT OF THE PROGRAM DEVELOPMENT STAFF

The Board *noted* the fourth progress report by the Program Development Staff, Office of the President, on the activities of the PDS which was created by the Board at its 859th meeting on 10 April 1975 to institutionalize the planning process in the University.

CREATION OF FACULTY ITEMS IN THE DEPARTMENT OF PSYCHOLOGY

The Board approved the creation of three (3) faculty items in the Department of Psychology, College of Arts and Sciences, effective the first semester, 1976-1977 to take care of the large enrollment of psychology majors and the heavy teaching load of the faculty:

One (1) Assistant Professor IV
Two (2) Instructors I

HONORARY DEGREES

The Board approved the conferment of the degree of Doctor of Laws, *honoris causa,* upon Cesar E.A. Virata on March 28, 1976 at Diliman, and on Arturo R. Tanco, Jr. on March 26, 1976 at Los Baños.

RULES AND REGULATIONS REGARDING FOOD SERVICE AT THE KALAYAAN DINING HALL

The Board approved the rules and regulations regarding food service at the Kalayaan Dining Hall effective the first semester, 1976-1977.

Under these rules, terms of payments have been revised to make it easier for students to pay on installment basis. For lump sum payment, a 5% discount will be given, while a surcharge will be levied on delinquent payments. The procedure would result in (a) a more accurate computation of the board fee, depending on the number of weeks per semester, (b) smaller payments per installment, and (c) a higher probability that the payments will be made on time by the residents.

SHARING OF PROFESSIONAL FEES FROM MEDICARE AMONG STAFF MEMBERS OF GOVERNMENT HOSPITALS

The Board approved the request of the Director, University Health Service, to implement therein Department of Health Circular No. 262-S-1974 and Philippine Medical Care Commission Resolution No. 74-577-A regarding the sharing of professional fees from the Medicare among staff members of government hospitals. The Medicare resolution provides that "fifty (50%) per cent of the professional fees paid by Medicare patients attended by the full-time medical staff of the hospital including the part-time consultants shall be converted into medical staff common fund which shall be divided equally among members thereon including the Chief of the hospital" and "fifty (50%) of the professional fees of Medicare patients shall be converted into non-medical staff common fund which shall be divided equally among the members," to be held in trust and managed by the hospital director and its members.

MODIFICATION OF ACCOUNTING SYSTEM

The Board approved the modification of the accounting system, per the President's recommendation, such that tuition and rental of facilities shall be reported at full cost and the U.P. or government subsidy shall be indicated.

POLICY STATEMENT ON ADDITIONAL ASSIGNMENTS

The Board approved the policy statement to the effect that personnel (academic or non-academic) appointed under an "additional assignment" arrangement to positions that basically fall under the category of "basic position" (i.e., a position that is primarily intended to be filled not under an 'additional assignment' arrangement but by a full-time incumbent under a 'basic assignment' arrangement) may be granted honoraria or allowance as the President or the Chancellor may decide at rates to be determined by the President.

It is understood that this policy statement does not apply to appointments to "additional assignment" positions; the corresponding policy statement to grant honoraria or allowance for these positions will be proposed as a justifiable need arises.

Furthermore, it was agreed that concepts of "basic position," "basic assignment," "additional position," and "additional assignment," shall be incorporated in the definition of terms in Section I of the *Operating Guidelines on Appointments and Related Personnel Transactions in the University System* issued by the President through Memorandum Circular No. 30 dated August 28, 1975.

DEAN'S AUTHORITY ON ADMISSION OF STUDENTS IN REGIONAL UNITS

The Board authorized each dean of the regional units to admit in his unit students from the geographic region who belong to any one of the following categories:

a. New freshmen who have passed the NCEE and whose respective UPCAT scores are in the upper half of the scores of all the UPCAT examinees for the academic year, but are below the University cut-off score (i.e., those whose scores are above the mean UPCAT standard score but below the UPCAT cut-off score for the University);
b. New freshmen who have passed the NCEE who for valid reasons fail to take the UPCAT and who have either taken English and Mathematics and passed both with a "2.5" weighted grade average during the summer, or enrolled in 15 academic units in the first semester and passed all of them (all grades of "4" and "Inc." must be removed); and
c. Transfer students from another institution whose general weighted average grade for all the academic subjects they have taken outside the University is below "2", "B", or 86%, but who otherwise show good potential for college work;

subject to the following conditions:

a. Students admitted through this authority must complete in the respective regional units at least two years of the academic program they enrolled in before they may be allowed to transfer to other units of the University;
b. The admission in either summer in English and Mathematics or in the first semester for 15 units of academic load as specified in Category B above, shall be on probation basis; and
c. A category B student who fails to meet the specified requirement (pass in summer both English and Mathematics with a "2.5" weighted grade average or pass in the first semester all 15 units of academic load) shall be barred from further enrollment in the University.

It is understood that the above authority shall be exercised with priority concern for students who are qualified for admission on the basis of existing University admission rules and that admissions through this authority may be formalized only after submission of properly accomplished application for admission forms and complete official admission credentials of the students concerned. It is further understood that a report on all students admitted through this authority shall be submitted to the President (copy to be furnished the University Registrar) immediately after the close of the late registration period.

THE U.P. SYSTEM AND THE FUTURE

The Board *noted* "The U.P. System and the Future," a perspective development plan prepared by the Program Development Staff of the Office of the President.

The paper describes the projected path of the University in the years ahead and discusses general thrusts and directions indicative of the University's strategy for coping with a dynamic environment.

PRESIDENTIAL DECISIONS

The President approved the following appointments, reappointments, renewals of appointment, promotions, increases in salary, and other related matters:

Bonifacio A. Abaya, renewal of appointment as Program Development Associate, Program Development Staff, Office of the President, effective March 1, 1976 until March 31, 1976.

Eustaquia T. Acevedo, reappointment as Lecturer in Public Administration, U.P. College Iloilo, effective April 1, 1976 until May 31, 1976.

Ruth A. Agaza, promotion in rank and salary from Audit Examiner (Range 6) to Administrative Assistant (Range 7), Philippine General Hospital, effective January 1, 1976.

Magdaleno Albarracin, Jr., renewal of appointment as Director of Graduate Studies, College of Business Administration, effective July 1, 1976 until June 30, 1977.

Ma. Concepcion P. Alfiler, renewal of additional assignment as Researcher I, IEP-CPA-PCF Migration Study, Institute of Environmental Planning, effective February 16, 1976 until April 15, 1976.

Aida C. Ali as Research Associate, U.P. College Cebu, effective February 1, 1976 until June 30, 1976.

Cecilia D. Alip, promotion in rank and salary from Instructor III to Assistant Professor I of Education, U.P. Extension Division Clark Air Base, effective March 1, 1976 until May 31, 1976.

Marcela S. Almazan, upgrading of position from Administrative Officer (Range 8) to Administrative Officer (Range 9), Institute of Fisheries Development and Research, effective January 1, 1976.

Dina Arkhipov as Lecturer in Russian, University Library, effective February 19, 1976 until May 31, 1976.

Antonio D. Baccay, transfer to non-substitute status with increase in salary from Instructor II to Instructor IV in Statistics, Statistical Center, effective March 1, 1976 until May 31, 1976.

Dolores G. Balingit, increase in salary as Nurse Supervisor (Range 8), Philippine General Hospital, effective January 1, 1976.

Ignacia B. Bialoglovski, increase in salary as Nurse Supervisor (Range 8), Philippine General Hospital, effective January 1, 1976.

Agustina Y. Bantigue as Instructor II in Education, U.P. College Tacloban, effective April 1, 1976 until May 31, 1976.

Carlos C. Baylon as Research Assistant, Brackishwater Aquaculture Center, Inland Fisheries, Leganes, Iloilo, College of Fisheries, effective October 1, 1975 until December 31, 1976.

Beatriz B. Bisquera as Secondary School Teacher, Leyte Research and Development High School Project, U.P. College Tacloban, effective June 1, 1975 until May 31, 1976.

Armando F. Bonifacio, renewal of appointment as Member, Academic Personnel Board, effective January 26, 1976 until January 25, 1977.

Crispina D. Borja as Training Specialist I, Institute for Small-Scale Industries, effective March 1, 1976 until June 30, 1976.

Maria Teresa P. Buyco as Lecturer in Business Administration, U.P. College Iloilo, effective April 1, 1976 until the return of Evelyn Belleza from a faculty fellowship, but not later than May 31, 1976.

Marilyn T. Camenforte as Secondary School Teacher, Leyte Research and Development High School Project, U.P. College Tacloban, effective November 3, 1975 until May 31, 1976.

Filomena M. Cantoria, renewal of additional assignment with change in designation from SGV & Co. Associate Professor of Business Administration to Stephen Fuller Associate Professor of Business Administration, College of Business Administration, effective July 1, 1976 until June 30, 1977; as Chairman, Department of Accounting and Finance, College of Business Administration, effective April 1, 1976 until March 31, 1979.

Ma. Aurora Carbonell as Senior Lecturer in Public Administration, U.P. College Tacloban, effective October 27, 1975 until May 31, 1976.

Benjamin V. Cariño, renewal of appointment as Project Director, IEP-CPA-PCF Migration Project, Institute of Environmental Planning, effective February 15, 1976 until April 16, 1976.

Ledivina V. Cariño, renewal of appointment as Project Coordinator, IEP-CPA-PCF Migration Study, Institute of Environmental Planning, effective February 15, 1976 until April 16, 1976.

Salvador L. Carlos, transfer to another item and to non-substitute status as Instructor I in Philosophy, College of Arts and Sciences, effective February 9, 1976 until May 31, 1976.

Philip E. Cases as Research Associate I, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective January 1, 1976 until June 30, 1976.

Alicia A. Cedro as Research Associate III, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective January 1, 1976 until June 30, 1976.

Norma B. Chico, increase in salary from Assistant Professor I to Assistant Professor II of Architecture, College of Architecture, effective April 1, 1976.

Anicia D. Cruz as Research Assistant II, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective January 1, 1976 until June 30, 1976.

Ernesto H. Cubar, extension of appointment as Chairman, Department of Linguistics and Asian Languages, College of Arts and Sciences, effective April 1, 1976 until April 30, 1976.

Elizabeth Ann S. Cunanan, increase in salary from Instructor III to Instructor IV in Humanities, U.P. College Manila, effective April 1, 1976.

Achilles D. Dakay as Lecturer in Philosophy, U.P. College Cebu, effective November 11, 1974 until May 31, 1975. (Reconstruction of notification of ap-

pointment previously signed and issued but inadvertently mislaid.)

Rolando A. Danao as Member, Executive Advisory Council, Natural Science Research Center, effective March 1, 1976 until February 28, 1977.

Lucina A. Dayaon as Secondary School Teacher, Leyte Research and Development High School Project, U.P. College Tacloban, effective November 10, 1975 until December 15, 1975.

Bernabe G. de Guzman as Project Officer III, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective January 1, 1976 until June 30, 1976.

Manuel D. de Guzman as Research Associate III, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective January 1, 1976 until June 30, 1976.

Jonathan A. de la Cruz as Lecturer in Economics, U.P. College Manila, effective November 5, 1975 until March 31, 1976.

Leonardo D. de la Cruz, renewal of appointment as Director of Undergraduate Studies, College of Education, effective July 1, 1976 until June 30, 1979.

Rosita E. de la Merced, increase in salary as Nurse Supervisor (Range 8), Philippine General Hospital, effective January 1, 1976.

Dionisia R. de la Paz, extension of appointment as Project Supervisor, UPPI-IDRC Project, Population Institute, effective October 1, 1975 until December 31, 1975.

Romeo de la Paz, renewal of appointment as Chairman, Department of Business Policy and Administration, College of Business Administration, effective October 1, 1976 until September 30, 1979.

Filoteo V. Delfin, transfer from U.P. College Tacloban to U.P. College Cebu as Assistant Professor II of Spanish, effective April 1, 1976.

Patrocinio M. de los Reyes as Officer-in-Charge, Office of the Secretary, U.P. College Tacloban, effective April 9, 1976 until the termination of the appointment of Daisy Soledad as Officer-in-Charge of the College, but not later than May 18, 1976.

Oseas A. del Rosario, renewal of appointment as Assistant for Administrative Development, Office of the Vice-President for Administration, effective February 16, 1976 until January 21, 1977.

Pedro E. de Luna, upgrading of position from Administrative Officer (Range 8) to Administrative Officer (Range 9), Institute of Environmental Planning, effective January 1, 1976.

Darnay D. Demetillo, renewal of appointment and transfer from item 31 and to non-substitute status as Instructor I in Humanities, U.P. College Baguio, effective June 1, 1976 until May 31, 1977.

Carol N. de Raedt, renewal with reclassification of additional assignment from Acting Coordinator to Coordinator, Division of Social Sciences, U.P. College Baguio, effective March 1, 1976 until February 28, 1979.

Lilia P. Dimaculangan, transfer to another section as Chief, Fellowship Section (Range 9), Office of Academic Services, Office of the Vice-President for Academic Affairs, effective February 1, 1976.

Anesia B. Dionisio, increase in salary as Nurse Supervisor (Range 8), Philippine General Hospital, effective January 1, 1976.

Nona P. Disini, increase in salary from Assistant Professor I to Assistant Professor II of Community Development, Institute of Social Work and Community Development, effective February 16, 1976 until May 31, 1976.

Virginia T. Dumo, increase in salary as Research Associate, Division of Student Auxiliary Services, Office of Student Affairs, effective December 1, 1975.

Ester V. Dytuco, promotion in rank and salary from Stenographer (Range 5) to Administrative Assistant (Range 7), College of Public Administration, effective January 1, 1976 until June 30, 1976.

Erlinda Echanis as Assistant Director, Division of Business Research and Publications, College of Business Administration, effective April 1, 1976 until March 31, 1977.

Eleanor T. Elequin, renewal of appointment as Director of Research and Development, College of Education, effective July 1, 1976 until June 30, 1979.

Aurora F. Enriquez, increase in salary as Nurse Supervisor (Range 8), Philippine General Hospital, effective January 1, 1976.

Corazon L. Escasa, increase in salary as Nurse Supervisor (Range 8), Philippine General Hospital, effective January 1, 1976.

Edilberto A. Espiritu as Instructor I in Social Studies, University Elementary School, College of Education, effective January 8, 1976 until the return of Vilma M. Resuma from a special detail, but not later than May 31, 1976.

Raphael R. Fabella as Secondary School Teacher, Leyte Research and Development High School Project, U.P. College Tacloban, effective June 1, 1975 until May 31, 1976.

Herminia R. Fajardo as Special Lecturer in Management for Small Industries, U.P. College Tacloban, effective June 2, 1976.

Liliosa C. Fajardo, transfer from item 265 and to substitute status as Instructor I in Physics, College of Arts and Sciences, effective March 1. 1976 until the return of Luisito Tongson from a leave of absence, but not later than May 31, 1976.

Victor Feliciano as Research Coordinator, Agribusiness Program, Institute of Agricultural Development and Administration, University of the Philippines at Los Baños, effective April 1, 1976 until March 31, 1977.

Manuel O. Fernandez, Jr., transfer from Instructor without compensation to Instructor IV (part-time) in Medicine, College of Medicine, and Attending Physician (part-time), Philippine General Hospital, effective March 1, 1976 until the return of Gabriel G. Carreon from detail at PGH, but not later than May 31, 1976.

Natividad G. Fernandez, increase in salary as Nurse Supervisor (Range 8), Philippine General Hospital, effective February 1, 1976.

Josefina C. Fonacier, reappointment as Officer-in-Charge, Science Education Center, effective March

24, 1976 until the return of Dolores F. Hernandez from a special detail abroad, but not later than April 9, 1976.

Faith D. Fuentes as Instructor IV (part-time) in Medicine, College of Medicine, and Attending Physician (part-time), Philippine General Hospital, effective March 1, 1976 until May 31, 1976.

Edito G. Garcia as Medical Consultant (part-time) Philippine General Hospital, effective January 1, 1976 until December 31, 1976.

Herminio J. Germar as Acting Head, Radioisotope Laboratory, Philippine General Hospital, effective March 15, 1976 until the return of Flora M. Pascasio from a special detail abroad, but not later than May 15, 1976.

Mariano S. Geronimo as Lecturer/Preceptor, Anesthesiology Center Western Pacific, College of Medicine, effective December 1, 1975 until June 30, 1976; renewal of appointment as Assistant Professor, Anesthesiology Center Western Pacific, College of Medicine, effective December 1, 1975 until June 30, 1976.

Felicidad M. Guillermo, increase in salary as Nurse Supervisor (Range 8), Philippine General Hospital, effective January 1, 1976.

Jesus R. Hermosa as Senior Lecturer in Public Administration, U.P. College Cebu, effective April 1, 1976 until May 31, 1976.

Efren P. Hernandez as Senior Design Architect, U.P. Infrastructure Development Program, Office of the President, effective December 16, 1975 until June 30, 1976.

Esperanza L. Ibañez, increase in salary as Admissions Specialist II, Office of the University Registrar, effective June 1, 1976.

Demetria C. Ilaya, upgrading of position from Administrative Officer (Range 8) to Administrative Officer (Range 9), U.P. College Cebu, effective January 1, 1976.

Ma. Emmeline N. Ledesma, renewal and transfer to non-substitute status as Instructor I in English, U.P. College Iloilo, effective June 1, 1976 until May 31, 1977.

Dolores C. Liwanag, promotion in rank and salary from Instructor III to Assistant Professor I of Journalism, U.P. Extension Division Clark Air Base, effective March 1, 1976 until May 31, 1976.

Ramon S. Liwanag, increase in salary from Assistant Professor I to Assistant Professor III of Sociology, U.P. Extension Division Clark Air Base, effective March 1, 1976.

Silvio D. Luz, upgrading of position from Administrative Officer (Range 8) to Administrative Officer (Range 9), University Health Service, effective January 1, 1976.

Geronimo V. Manahan as Senior Design Architect, U.P. Infrastructure Development Program, Office of the President, effective January 1, 1976 until June 30, 1976.

Placido Manalo, Jr. as Program Development Associate, Program Development Staff, Office of the President, effective November 1, 1975 until June 30, 1976.

Nellie V. Mangubat, increase in salary as Programmer I, Population Institute, effective January 1, 1976 until June 30, 1976.

Eligio A. Manto, upgrading of position from Chief, Administrative Division (Range 9) to Chief, Administrative Division (Range 10), College of Medicine, effective January 1, 1976.

Jose C. Martinez, transfer from item 266 and to non-substitute status as Instructor II in Physics, College of Arts and Sciences, effective March 1, 1976 until May 31, 1976.

Aurora A. Miñoza, reappointment as Officer-in-Charge, College of Education, effective March 12, 1976 until the return of Paz G. Ramos from a special detail abroad, but not later than March 25, 1976; renewal of appointment as Director of Graduate Studies, College of Education, effective July 1, 1976 until June 30, 1979.

Emiliana P. Miranda as Instructor I in Philosophy, U.P. College Tacloban, effective March 15, 1976 until May 31, 1977.

Dante Morales, transfer to another item and to non-substitute status as Assistant Professor I of Medicine (part-time), College of Medicine, and Attending Physician (part-time), Philippine General Hospital, effective December 1, 1975 until May 31, 1976.

Rebecca B. Nicolasora as Secondary School Teacher, Leyte Research and Development High School Project, U.P. College Tacloban, effective September 1, 1975 until October 30, 1975.

Ma. Estrella M. Ocampo, upgrading of position from Administrative Officer (Range 8) to Administrative Officer (Range 9), College of Public Administration, effective January 1, 1976.

Mildred B. Oliveros, promotion in rank and salary from Instructor III to Assistant Professor I of Natural Science, U.P. Extension Division Clark Air Base, effective March 1, 1976 until May 31, 1976.

Edgardo S. Pacheco, renewal of appointment as Chairman, Department of Engineering Sciences, College of Engineering, effective March 16, 1976 until March 15, 1979.

Perfecto L. Padilla as Program Development Associate, Program Development Staff, Office of the President, effective November 1, 1975 until June 30, 1976.

Josefina T. Palileo, increase in salary as Nurse Supervisor (Range 8), Philippine General Hospital, effective January 1, 1976.

Honorato G. Paloma as Senior Design Architect, U.P. Infrastructure Development Program, Office of the President, effective January 1, 1976 until June 30, 1976.

Salvador D. Pamplona, reappointment as Senior Lecturer in Zoology, U.P. Extension Division Clark Air Base, effective January 22, 1976 until May 31, 1976.

Irma U. Peneyra as Lecturer in Pilipino, U.P. Extension Division Clark Air Base, effective January 22, 1976 until April 21, 1976.

Beatriz A. Peñalosa as Secondary School Teacher, Leyte Research and Development High School Project, U.P. College Tacloban, effective June 1, 1975 until May 31, 1976.

Ernesto Pineda as SGV Foundation, Inc. Assistant Professor of Business Administration, College of Business Administration, effective July 1, 1976 until June 30, 1977; as Director of Extension Services, College of Business Administration, effective July 1, 1976 until June 30, 1977.

Niceto S. Poblador, renewal of appointment as Director, Division of Business Research and Publications, College of Business Administration, effective July 1, 1976 until June 30, 1977; renewal of appointment as Paper Industries Corporation of the Philippines Professor of Business Administration, College of Business Administration, effective July 1, 1976 until June 30, 1977; as Chairman, Department of Business Economics, Business Law and Marketing, College of Business Administration, effective April 1, 1976 until March 31, 1979.

Amado P. Punsalang as Consultant in Parasitology and Mycology (part-time), Department of Laboratories, Philippine General Hospital, effective January 1, 1976 until December 31, 1976.

Estrella R. Purificacion as Secondary School Teacher, Leyte Research and Development High School Project, U.P. College Tacloban, effective June 1, 1975 until May 31, 1976.

Zenaida E. Quiray as Project Supervisor, UPPI-POPCOM Project, Population Institute, effective December 18, 1975 until June 30, 1976.

John P. Rabe, reclassification of position from Personnel Examiner (Range 7) to Chief, Employment Section (Range 9), Office of Administrative Personnel Services, effective March 1, 1976.

Quintin R. Resurreccion, promotional transfer with increase in salary from Residence Hall Assistant, Range 4, Sanggumay Residence Hall, to Administrative Assistant, Range 7, Office of Student Affairs, effective February 9, 1976.

Marita T. Reyes as Project Leader in a research project titled "Coordinate Control of Respiration and Macromolecular Synthesis," Natural Science Research Center, effective March 1, 1976 until May 31, 1976.

Lourdes M. Ribo as Secondary School Teacher, Leyte Research and Development High School Project, U.P. College Tacloban, effective June 1, 1975 until May 31, 1976.

Alejandro A. Rodriguez, reappointment as Consultant in Physical Education, High School Department, U.P. College Baguio, effective June 10, 1974 until the return of Leonora Brawner from a study leave, but not later than October 8, 1974.

Rafael A. Rodriguez, renewal of appointment as Director of Undergraduate Studies, College of Business Administration, effective April 18, 1976 until April 17, 1977.

Emerlinda R. Roman as Assistant Director for Graduate Studies — Diliman, College of Business Administration, effective April 1, 1976 until March 31, 1977; as Officer for Student Relations, College of Business Administration, effective April 21, 1976 until March 31, 1977.

Virgilio A. Sahagun as Project Officer II, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective January 1, 1976 until June 30, 1976.

Isabel G. Saldaña, increase in salary as Guidance Counselor I, High School Department, U.P. College Cebu, effective February 2, 1976.

Joaquin Santiaguel, renewal of appointment as Program Development Associate, Program Development Staff, Office of the President, effective April 1, 1976 until June 30, 1976; promotion from Chief, Tabulating Equipment Section (Range 8) to DPM Operations Supervisor (Range 10), Computer Center, effective January 1, 1976.

Teofila A. Santos as Secondary School Teacher, Leyte Research and Development High School Project, U.P. College Tacloban, effective June 1, 1975 until May 31, 1976.

Encarnacion Q. Saraos as Instructor I in Community Pharmacy, Comprehensive Community Health Program, effective March 1, 1976 until May 31, 1976.

Jonadab Sebastian, transfer to full-time status as Instructor I in Mathematics, College of Arts and Sciences, effective January 5, 1976 until the return of Vicky Choa from a leave of absence, but not later than May 31, 1976.

Victoria R. Silva, reclassification of position from Management Analyst (Range 7) to Chief, Classification and Standards Section (Range 9), Office of Administrative Personnel Services, effective March 1, 1976.

Daisy R. Soledad, reappointment as Officer-in-Charge, U.P. College Tacloban, effective April 9, 1976 until the return of Benjamin M. Catane from a special detail abroad, but not later than May 18, 1976.

Aurora B. Soliven as Secondary School Teacher, Leyte Research and Development High School Project, U.P. College Tacloban, effective June 1, 1975 until May 31, 1976.

Jocelyn M. Taduran, reclassification of position with promotion in rank and salary from Training Assistant to Instructor I in Social Work, Comprehensive Community Health Program, effective March 1, 1976 until May 31, 1976.

Teresita B. Tamayo, promotion in rank and salary from Administrative Assistant (Range 7) to Administrative Officer (Range 8), Philippine Executive Academy, effective February 1, 1976 until June 30, 1976.

Marino A. Tanpiengco as Secondary School Teacher, Leyte Research and Development High School Project, U.P. College Tacloban, effective June 1, 1975 until May 31, 1976.

Fabian Tiongson, renewal of appointment as Castle and Cooke Professor of Agribusiness, College of Business Administration, effective July 1, 1976 until June 30, 1977; as Director of Agribusiness Program, College of Business Administration, effective April 1, 1976 until March 31, 1979.

Angelina S. Toledo, reclassification from Senior Clerk (Range 5) to Administrative Assistant (Range 7), School of Allied and Medical Professions, College of Medicine, effective February 23, 1976.

Rolando V. Tomandao as Secondary School Teacher, Leyte Research and Development High School Project, U.P. College Tacloban, effective September 1, 1975 until May 31, 1976.

Mary Eloisa V. Torres, increase in salary from Instructor II to Instructor IV in Biology, U.P. College Baguio, effective December 1, 1975 until May 31, 1976.

Rosalio P. Torres, transfer from Instructor (part-time) without compensation to Instructor IV in Medicine (part-time), College of Medicine, and Attending Physician (part-time), Philippine General Hospital, effective March 1, 1976 until the return of Gabriel G. Carreon from detail at PGH, but not later than May 31, 1976.

Consolacion C. Trinidad as Lecturer/Preceptor, Anesthesiology Center Western Pacific, College of Medicine, effective December 1, 1975 until June 30, 1976.

Godofredo V. Vallido, upgrading of position from Chief (Range 7) to Chief (Range 8), Auxiliary Section, College of Public Administration, effective January 1, 1976.

Angelita M. Velicaria, reclassification of position from Administrative Assistant (Range 7) to Chief, Administrative Section (Range 9), Office of Academic Affairs, effective February 1, 1976.

Alexis L. Verzosa as Project Officer II, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective January 1, 1976 until June 30, 1976.

Paterno V. Viloria as Acting Director, Institute for Small-Scale Industries, effective April 1, 1976 until the return of Leon V. Chico from a vacation leave, but not later than March 31, 1977.

Edward J. Wong, increase in salary from Instructor I to Instructor II in Architecture, College of Architecture, effective April 1, 1976 until May 31, 1976.

Danilo M. Yanga, renewal and transfer to non-substitute status as Instructor II in Physics, College of Arts and Sciences, effective June 1, 1976 until May 31, 1977.

Mario D. Zabat as Designing Sanitary Engineer, U.P. Infrastructure Development Program, Office of the President, effective January 1, 1976 until June 30, 1976.

Liberata V. Zamora, reclassification of position from Senior Clerk (Range 6) to Administrative Assistant (Range 7), Science Education Center, effective February 23, 1976.

SEPARATIONS FROM THE SERVICE

Resignations

Leticia P. M. Bautista as Instructor, College of Medicine, effective March 26, 1976.

Peregrino Salazar as Property Custodian, Institute of Social Work and Community Development, effective March 5, 1976.

Rebecca R. Paz as Research Assistant, School of Economics, effective March 1, 1976.

Cecilia F. Rodriguez as Office Assistant (Student), U.P. College Iloilo, effective March 1, 1976.

Cecilia Reynes Salazar as Senior Research Assistant, School of Economics, effective March 15, 1976.

Elenita Salonga as Accounting Clerk, Infrastructure Development Program, effective March 15, 1976.

Fernando Santos as Emergency Custodial Worker, Physical Plant Office, effective March 16, 1976.

CONTRACTS AND AGREEMENTS

The Board *confirmed* the following contracts and agreements at its 870th meeting on 24 March 1976:

1. Memorandum of Agreement to Conduct an Entrepreneurial Development Program for the Rural Areas

A memorandum of agreement was entered into by and among the National Manpower and Youth Council, the Development Bank of the Philippines, the Commission on Small and Medium Industries, the Industrial Guarantee and Loan Fund, and the Institute for Small-Scale Industries of the University which provides for the conduct of an Entrepreneurial Development Program for the rural areas on a cooperative basis by the ISSI. Direct grants shall be provided by the NMYC, DBP, CSMI, and IGLF.

The ISSI's commitment is a non-cash contribution representing the salaries of existing staff and institutional overhead. The ISSI shall likewise administer the funds for the program according to approved program of expenditures. The contract is for one (1) year, effective upon the signing thereof.

2. Memorandum of Agreement with the Department of Education and Culture

A memorandum of agreement was entered into between the University and the Department of Education and Culture, whereby the University, per agreement with the DEC to co-host the Regional Center for Educational Innovation and Technology (INNOTECH), shall provide accommodations for the Center by sharing land and building facilities to meet the requirements thereof.

The INNOTECH shall be located on the U.P. campus at a place mutually agreed upon by the U.P. and the DEC. The DEC shall also put up as soon as feasible additional buildings and other facilities required by the program for INNOTECH and the U.P. shall provide the appropriate sites therefor.

The INNOTECH does not provide for degree programs and therefore shall operate its training program independently of the U.P. This, however, shall not preclude the possibility of the U.P. and the INNOTECH establishing such professional relationships as may be mutually beneficial to each other.

3. Memorandum of Agreement with the National Electrification Administration

A memorandum of agreement was entered into between the National Electrification Administration and the University, through the U.P. College Iloilo, whereby the University shall conduct a survey and evaluation study of the economic and social impact of rural electrification.

4. Contracts Entered Into Between the UPLB and Outside Agencies

The Board confirmed the following contracts and agreements entered into between the UPLB and outside agencies and approved by the President:

1. *Memorandum of Agreement with the National Nutrition Council* (NNC), pertaining to the research project "An Analysis of Food Behavior Studies in the Philippines," to be conducted by the UPLB in cooperation with the U.P. School of Economics and the Food Nutrition Research Institute. The project is financed by NNC for a period of six months.
2. *Memorandum of Agreement with the Bureau of Soils (BS) and the City Government of San Pablo City (SPC)*, whereby UPLB and BS agree to undertake a detailed soil survey of agricultural, urban, and rural lands of SPC, while SPC commits an amount to defray the expenses of technical personnel and the cost of soil analysis.
3. *Memorandum of Agreement with the Philippine Council for Agriculture and Resources Research (PCARR)*, which provides for the establishment of the National Documentation Program on Coconut, Tropical Forestry and Water Buffalo.

   PCARR shall make available an initial amount for the first year of operation of the program.
4. *Memorandum of Agreement with the Mountain State Agricultural College (MSAC)*, pertaining to the establishment of the Highland Crops Research Station under the cooperative efforts of MSAC and UPLB Institute of Plant Breeding.

   Under this agreement, MSAC shall contribute up to 13 hectares of farm land for annual crops and for the establishment of the station. The contract is for five (5) years, effective 28 February 1976 and renewable at the option of the parties.
5. *Memorandum of Agreement with the Agricultural Credit Administration (ACA)*, pertaining to the "Rice Production, Project Planning and Management Course for ACA Personnel" to be conducted by the UPLB Agricultural Credit and Cooperatives Institute, with financial assistance by ACA. The Agreement is for two (2) months.
6. *Memorandum of Agreement with the Department of Agriculture through the Computer Service Center (DA-CSC)*, under which DA-CSC shall extend computer system facilities and data encoding services for the Cooperative Evaluation Survey Project of UPLB-ACCI. There shall be no charges for such computer services, but in lieu thereof ACCI shall provide meal and transportation expenses to DA-CSC personnel involved in the project for their services after office hours, supplies and materials required.

HISTORICAL PAPERS AND DOCUMENTS

CITATION FOR ARTURO R. TANCO, JR.

University of the Philippines System
to
Arturo R. Tanco, Jr.
Agricultural Administrator, Management Expert
and Business Leader

GREETINGS:

For your innovative and dynamic role, as Secretary of Agriculture, and thus appropriately representing scores of Filipinos and their contributions in the design and implementation of the Masagana 99 and other food self-sufficiency programs of the Philippine government, which have achieved singular success despite a global food and energy crisis;

For your keen appreciation of the all-important role of agriculture in national and international development, particularly in the Philippines where those engaged in agricultural pursuits constitute a very large segment of the population, and advances made in agriculture lead to concrete contributions to the betterment of their life and that of other Filipinos no less;

For your sustained support of the programs of the University of the Philippines at Los Baños, the International Rice Research Institute and other regional and world bodies, no less than in your advocacy of the creation of the UPLB Institute of Plant Breeding and what is now the Philippine Council for Agriculture and Resources Research;

For your creative and effective approach to the solution of problems in the management of agricultural and business enterprises, both public and private, in your several capacities as administrator, management consultant, and board chairman;

The Board of Regents of the University of the Philippines, by unanimous vote of its members and upon recommendation of the President of the University and the Committee on Honorary Degrees, today confers upon you the degree of

DOCTOR OF LAWS
(*Honoris Causa*)

In testimony whereof, this diploma and these vestments of distinction of the highest rank of honor in the University of the Philippines are hereby presented to you on this twenty-sixth day of March in the Year of Our Lord One Thousand and Nine Hundred and Seventy-Six, of the University of the Philippines, the Sixty-Eighth, and of the University of the Philippines at Los Baños, the Fourth.

(Sgd.) ONOFRE D. CORPUZ
President of the University System

(Sgd.) ABELARDO G. SAMONTE
Chancellor of the University of the Philippines at Los Baños

Attested:
(Sgd.) OSCAR M. ALFONSO
Secretary of the University

CITATION FOR CESAR E. A. VIRATA

UNIVERSITY OF THE PHILIPPINES SYSTEM
to
CESAR E.A. VIRATA
Academician, Management and Finance Expert,
Development Executive, Planner and Policy Maker

GREETINGS:

In recognition of your eminent and valuable service to the Philippine Government in stabilizing finance, industry and advanced entrepreneurship for the rapid progress of this Republic as envisioned within the framework of the New Society;

In commendation of your exemplary conduct and dedication worthy of a distinguished alumnus of this University where you subsequently devoted fifteen years of teaching and research and excelled in your chosen field of business and industrial management;

In full appreciation of your commitment toward a more equitable distribution of wealth for the beneficence of the common masses who comprise the bulk of the populace, fulfilling the need for a development strategy that would merge managerial skill, technology, material resources and financial expertise for the attainment of a resilient economy for the nation;

In acknowledgement of your record of leadership achieved at a phenomenal pace that witnessed your rise to the Deanship of this University's College of Business Administration within a span of nine years, thereafter moving on within the next decade to key government positions culminating in the President's Cabinet as Secretary of Finance from 1970 up to the present, concurrently presiding over the Monetary Board of the Central Bank of the Philippines and earning international stature for your able participation in the governing boards of the World Bank and the Asian Development Bank as well as in numerous conferences attended abroad as head of the Philippine delegation;

The BOARD OF REGENTS OF THE UNIVERSITY OF THE PHILIPPINES, by unanimous vote of its members and upon recommendation of the President of the University and the Committee on Honorary Degrees, today confers upon you the degree of

DOCTOR OF LAWS
(*Honoris Causa*)

In testimony whereof, this diploma and these vestments of distinction of the highest rank of honor in the University of the Philippines are hereby presented to you on this twenty-eighth day of March in the Year of our Lord One Thousand and Nine Hundred and Seventy-Six and of the University of the Philippines, the Sixty-Eighth.

(Sgd.) ONOFRE D. CORPUZ
President of the University

Attested:
(Sgd.) OSCAR M. ALFONSO
Secretary of the University

COMMENCEMENT ADDRESS

By President FERDINAND E. MARCOS

(Speech at the 65th Commencement Exercises of the University of the Philippines, 28 March 1976, University Campus, Diliman, Quezon City)

It feels good to be back at the University of the Philippines. The University of my generation was in a real sense a different university, for it belonged to another place, another time, another national situation. Today our University enjoys larger space; it is closer to the twenty-first century than to the beginning of the present; and it must respond to the problems and challenges of a vastly altered world.

Yet it is like a river whose waters keep changing every minute, every day, but nevertheless remains the same river. What distinguishes a river from others, and makes it always the same river, is its character, its function, such as a deep and majestic city river, or a cascading and bubbly mountain stream.

In the same way, the students of a university keep changing, and to a lesser extent also its faculties, but a special spirit and function invest a great university with a lasting and constant character that differentiates it from all others. Our University, the University of the Philippines, produced an almost embarrassingly large proportion of the Filipino leaders first among those who crusaded for and won our independence. The next, our university contributed its sons and daughters to the Second World War, to the Commonwealth, to the liberation, and ultimately, to the lowering of the American flag and the raising of our flag all alone. In our time the University will have to train the leaders for the new nation that we are building today, the nation that we will pass on to the young adults who will bring our people into the next century.

But all who come to the University and become its children, inevitably imbibe and absorb that which we call the U.P. spirit. It is this spirit that we share with the past generations of U.P. alumni, and with the future graduates of this University that we have. It is the tie that binds us all, with our various callings and our differences of personal and social philosophy, into one U.P. community.

What is this U.P. spirit? Last year, upon the swearing in of Dr. O. D. Corpuz as president of our University, I urged him to remember above all that "the U.P. is a house of the life of the mind." Of all the creatures of God man alone has the capacity to increase deliberately his knowledge and understanding of the universe and of himself, and the university is the shining evidence of this unique capacity and virtue of mankind. I have no hesitation, speaking as a U.P. alumnus, that of all the universities in our country the U.P. is the most consistently and conspicuously dedicated to the life of the mind. Here we are bound and constrained by no dogma, a condition that explains why we will always produce more of the best scientists and the best professionals of the nation. This beneficent and wise freedom from dogma is an established covenant between us and those who constituted the University in the past, and a solemn undertaking between us and the U.P. men and women of the future.

Apart from my role as final arbitrator in what may be called the process of arriving at a decision in the public sector, I adhere to the ideal of listening to the most virulent of criticisms and seek out the opinion of the devil's own advocate. It would be best perhaps if there should be anybody who disagrees with government or its decisions to convey to me their opinions so that I may consider them in the conduct of government. Today, I would like to make this assurance that I adhere to this ideal and to this principle. And I assure all that they will be listened to. I will keep an open mind.

The life of the mind which abides so well in this house is occasionally misunderstood. It is claimed, for instance, by some, that this kind of intellectual life is the license to say anything without any constraint or limitation. The first error of this view of course is that it is a claim to an unlimited right and there is no such thing as an unlimited right.

You can say anything but you should not expect everyone to believe what you say nor compel anyone to follow you unless you be judge and final arbiter. If we speak of rights that are enforceable by the law of the land, then the concept of unlimited rights is repugnant to a good society. For there are different, competing, and often antagonistic rights in the community. It is the unfortunate role of the arbitrator to reconcile such rights. The absence of any limitation on one of these rights will operate to destroy the others which equally deserve the guarantee of the law.

Moreover, we should examine and ascertain whether or not the claim to say something is merely the assertion of some selfish class interest or orthodoxy. Indeed, a university might happen to be an exclusive preserve of the upper or privileged classes of our society, and the expressions sought to be guaranteed are merely the views of a particular socio-economic class recklessly claiming to reflect the views and ideals of the whole society. In other cases, the views that are claimed to be protected by unlimited guarantees are familiar, competing partisan positions, expressing no newly discovered truth, but merely repetitiously restating two known sides relative to an issue of political controversy that may even have lost its relevance.

If the university is a public institution maintained by public resources, it is unjust and perhaps unwise to be spending the national treasure, part of which is contributed by the lower-income classes, to support the views of a privileged class. It is equally improper to apply national resources to support the expression of partisan orthodoxies, whether of one side or the other. We recognize that not all views expressed in the University are orthodoxies, nor are they all those of the privileged, and these therefore we must protect and promote. Not

all the views of the upper classes, nor all orthodoxies, for that matter, are wrong or evil, and therefore we must live with them.

So what is meant by the intellectual life that is not committed to dogma or to an orthodoxy? To take oneself seriously or to consider oneself as infallible and not admitting to error, to proclaim one side of a political controversy as the ultimate unchangeable fact, now that is dogma. To refuse to listen to any contrary opinion, that, too, is dogma. To distort facts to fit a conclusion or to foist falsehood knowingly as the truth, to ascribe even motives to an opposing argument to prevent the ventilation of all sides to a controversy or to assume that there is no other side to that controversy except one's own. Now, these are all manifestations of a closed dogmatic mind and they have no place in an intellectual life. They do not coincide with the University of the Philippines spirit.

I would like to repeat some of my remarks on the occasion of the induction of Dr. O.D. Corpuz as President of the University of the Philippines and I quote: "If the culture is not transcended, how can the University engage in the work of cultural transformation. If indeed that is the intention. If the University is only going to reflect current realities and controversies, where will the critical thought, the transforming criticism of society come from? There has to be a zone of sanity, of clear, uncluttered thought so that the turmoils can be seen at a distance and hopefully provide an approach to accommodating them or putting them at the service of society. This, the University is ideally suited to do. There are all kinds of propositions, doctrines, theories, which often claim to be the last word. The mission of the University, the intellectual community, is not to exalt them but to deflate them, to analyze them and to keep on inquiring but not to speak with finality for all men. Let us be spared the fate of being slaves to cant, made respectable through the University. A bastion against barbarism by all means, an opportunity for creative discovery, yes. Achieving more in the intellectual quest rather than the celebration of arrival." These are some of the immediate images of a university that are evoked in my mind, and I close the quotation.

Perhaps, however, it is wrong to regard the life of the mind as only the expression of conflicting opinions. The greatest adventures of the human intellect are in the quest for answers to the mystery and infinite complexity of life: how matter and energy, whether natural or divine, lead to the magic called life. The fundamental and immutable laws that govern the physical world, and their countless but still orderly variations. The history and meaning of the steady unfolding and expansion of human ethics and morality, which sensitize us more and more to the tragedies of human suffering, poverty, and inequality. Most university academics concern themselves with these issues, without petulance or belligerence, accepting always the possibility of error, and independent of partisan interests. For as long as the University is engaged in this authentic life of the mind, as well as in the application of established knowledge for the well-being of the community and its members, it deserves an increasing allocation from the national wealth.

Like you who are in the University, therefore, I love it equally, because I appreciate its essential spirit. But while I respect the life of the mind as a value, I nevertheless realize that this life of the mind is only a part, and not the whole, of the life of mankind. Academic excellence or intellectual development is only one of the vast range of the legitimate concerns of human beings.

Our national community includes farmers, fishermen, dockworkers and waitresses, janitors and construction hands, factory workers and clerks, as well as supervisors, scholars, corporate or government executives. Then, outnumbering the adult population, are our infants, older children, and young men and women on the threshold of adulthood. Their values are not university values. For some of our people the most important thing in the world is water for a good crop, or a decent wage for tomorrow's survival, or the next promotion as a recognition of one's diligence on the job, or even how to reconcile with an estranged spouse; sometimes it is proteins for the undernourished child, or the prospect of a good future for an ambitious young adult, or the bitter-sweet yearning of a teenager in love. Certainly, these concerns are not as elevated as the values we have in the intellectual community in the University, but they are equally legitimate values, worthy of our respect and support, because they are the natural concerns of other human beings.

It is proper that academic values are the most highly prized values in an intellectual community. It is equally proper, even inevitable, that there is a broader range of values in that great, throbbing, live, and heterogeneous community that is our nation. What should be our order of priorities? Should we accord a higher priority to the one, and a lower priority to the other? This way of putting the question presumes a conflict between the values of the University and the values of the national community. Perhaps some of you believe in this inherent conflict, and because you believe in it you behave accordingly, and therefore you make the conflict real.

I must challenge this presumption. I believe that there can be a conflict between the University's values and those of the national community, only if the University is not representative of the nation. How, then, can we make the University representative of our national society? Thoughtful people will argue that the University is in fact, at present, a representative institution of our community. It is representative because it represents our higher values as a nation in the area of knowledge and professional training. I agree, to this extent. Representativeness does not require that the University be a mirror that must reflect everything that we are, including our worst vices and defects. The University is representative of our nation because it represents our higher values and enduring aspirations.

Yet the University of the Philippines today also represents, in an aggravated fashion, one of the deepest and most tragic defects of our traditional society. This defect is perhaps the most serious obstacle to the New Society's efforts to increase well-being for the larger number of our countrymen. I refer to *inequality*.

On one occasion, I referred to the conventional definition of "minorities" as referring to ethnic, religious, or linguistic groups that have strong cultural differences

from the majority of the population. In the New Society, however, our sense of humanity tells us that the true minorities in our community are the millions of Filipinos, the numerical majority of our population, but who actually receive a small share, the minority share, of the things that are necessary to well-being or a good quality of life. In the book, *Notes on the New Society,* I have referred to the millions of our poor, our masses, as doubly oppressed. They are oppressed by the rich. But they are also oppressed by poverty itself, because poverty de-humanizes them and disqualifies them from the "vibrant and meaningful political, economic, and social life of modern human community."

Since I have levelled a serious criticism at our University, I am obliged to present an explanation.

Of the 1,344,381 Filipino children who were in the first grade of their elementary schooling in 1965, only a cohort of 401,762 (or 30 percent) survived and went on to become high school seniors. Of these seniors, some 8,000 did not even apply to take the entrance examinations to college; almost 15,000 of the examinees failed. Thus only 267,284 young Filipinos qualified in the tests. Of these qualifiers, circumstances especially poverty took their toll, so that in 1974 only 146,887 entered the 4-year college programs in our different universities.

Coming now to the University of the Philippines, only a small number, the cream of the high school graduates that year, applied for admission, so that only 3,674 of the 1,345,000 children of 1965 entered the U.P. in 1974.

Now, let us look at the income profile of the U.P. freshmen, relative to all Filipino families. In 1971, 79 percent of all Filipino families enjoyed annual incomes of ₱5,000.00 or less. However, only 12.91 percent of U.P. freshmen come from these families. At the other end of the scale, the children of families earning ₱20,000.00 or more a year, constituting a mere 2.4 percent of our population, made up no less than 42 percent of all U.P. freshmen.

What do these facts mean? Perhaps it is proper to say that an intellectual aristocracy is the only worthy and justifiable aristocracy. Perhaps we may accept what good fortune we have, that the University should attract the best minds of our young adults, because it is the proper home of intellectual merit. All this is true, and we do not refute it, but there is a hint of something wrong in this situation requiring our attention, where the children of 2.4 percent of our families, the richest families, shall we say, occupy 42 percent of the places in our University. And how about the poorest 79 percent of our families, whose children occupy only 12.9 percent of freshman places?

There is no question about the intellectual merit of the rich students, and it is not their fault that their parents are rich. But can we say that the children of the poor families, have no qualities for the life of the mind? Is it possible that intellectual qualities only exist with, and are inseparable from, socio-economic status or income? Our instincts deny this, and studies will probably sustain these instincts, for it is shown that good performance in the U.P. entrance examinations derives from a young person's exposure to experiences that are generally available only in the homes of the richer families. Growing up in a home with newspapers, magazines, electronic gadgets, modern household appliances, perhaps a car or two in the garage, especially in an urban community, this in itself is a rich educational experience that our poorer youth cannot have. If the U.P. entrance examination stresses performance derived from an experience that the children of our masses cannot have, then these young men are automatically and systematically disqualified from becoming part of our University.

There is another, equally important, aspect of this matter. The University is a tax-supported university. This means that it is maintained with tax proceeds collected by the government from the wealth produced by the people. But since the government collects taxes even from the poor, for instance on almost every article or commodity that they buy, then the poor who cannot send their children to the University still contribute towards the education of the children of the rich.

If, as I have said, the poor are doubly oppressed, then it is true that in this case the rich are doubly blessed. For instance, gross estimates indicate that some ₱4,000.00 of tax money is added by the University and the government to the ₱600.00 to ₱700.00 tuition fees per year paid by a U.P. student, to subsidize the cost of his or her education.

Now, the life of the mind, of course, is a precious thing. Because it is precious, it has a cost. In the University, participation in this beautiful and exciting life of the mind is largely enjoyed by the upper classes, as I have demonstrated, but its cost is partly paid for by the poorer classes who share so little in this intellectual life.

We cannot be complacent about this, simply because the University does its job so well in supporting and promoting the life of the mind. We can make our University a better institution by endeavoring to sensitize and orient it more directly to another of our higher values, which is *justice.*

What is justice? Some say it is liberty. I should agree with this. I must assert that all the advantages that I have earned pursuant to the laws and regulations of society must be recognized and treated as my inviolable rights. For this is what is commonly meant by liberty. But we know that liberty in this sense exists very comfortably with injustice. Liberty in the eighteenth century co-existed hand in hand with slavery, and the most prominent intellectual leaders of the times saw nothing wrong in this. We had what some people believe to have been considerable liberty in the old society; all the political rights were ours, even to excess, but with it, again, was much injustice. We had liberty, but we did not have democracy.

Other people say that justice means *equality.* Progressively less inequality in the access to a U.P. education means an increasingly broadened sharing by the poorer families in the life of the mind. In society as a whole, broader sharing means a more just congruence between those who enjoy values, and those who pay the cost of those shares. Just as important, provided there is equality at the start, there is evenness at the beginning of the endeavor for everyone, there is a moral justification for the subsequent differences in socio-economic status that are attendant to liberty.

For these reasons, I must ask the officers of our University, from the president to the Board of Regents, and with the cooperation of the faculty, to institute early

reforms that will democratize its admissions system. These reforms must ensure that there be an increasing participation by our poorer young men and women in the life that the University now promotes so well. Because the poorer youth, especially those from the rural areas, are disadvantaged by the lack of urban experience and that informal education that is available to the richer classes, arrangements must now be made and in this government must help. Arrangements must now be devised to enable them to reduce their disadvantages. Financial assistance to students admitted into the University under the existing entrance examinations is not enough.

I direct the new doctor, the Secretary of Finance, now to furnish a plan by which further financial assistance can be given to qualified and deserving poorer students wishing to enter the University. I am confident that he shall qualify for the confirmation of his doctorate by a proper plan for the purpose.

But scholarship and other funds shall be used to prepare these students for full admission to our intellectual community. At the same time, care must be taken to maintain academic standards, so that teaching methods shall be developed to enable them to meet those standards. Finally, their life outside the classroom must be considered, so that their universtity experience shall be a whole experience and a dignified life, and not merely an academic trial.

I understand that the Nutrition Center is now moving into an area of distant mental feeding, which will take in tow all these ambitious and intellectually qualified students from the poorer classes, especially coming from the agricultural areas. This Nutrition Center is, fortunately, under the First Lady. And since she is present, I also direct the Governor of Metro Manila to include in this mental feeding program a plan and a project by which this Nutrition Center, moving into mental feeding, can help bring about equality between the poor and the rich students.

Meanwhile, until the University presents a suitable program consistent with this policy, there shall be no untoward increases in freshmen admissions, except in those fields where our professional manpower requirements for national development indicate otherwise, and except in the regional units of the University.

These shall be the terms of our new University policy which will have for its objective the broadening of the socio-economic base of our future national leadership. If the past has taught us that liberty does not necessarily mean democracy, let us strive to promote democracy so that we will have liberty.

It is time to close. I congratulate the Class of 1976, and wish you success. Because I have a high respect for the value of good education, I hereby announce that the national government will award the First Grade civil service eligibility to all the honor graduates of the University of the Philippines, and those of other Filipino universities nominated by the Secretary of Education and Culture, effective this year.

I repeat my congratulations to the new Doctor of Laws, Secretary Cesar Virata, for his well-deserved honorary doctorate. And in closing, allow me to congratulate the new president, President O. D. Corpuz, members of the Board of Regents, members of the faculty and the administration for a well-run University.

Thank you.

SALUTATIONS TO THE GRADUATES OF 1976

By Dr. ONOFRE D. CORPUZ
President, University of the Philippines

(Distinguished by the percipient commencement address ofPresident Ferdinand E. Marcos and the presence of the First Lady and Governor of Metropolitan Manila, Mrs. Imelda Romualdez Marcos, the U.P.'s 65th commencement exercises on Sunday afternoon, 28 March 1976 were distinctive also for their live television coverage from beginning to end. And, for the first time in years, the graduating classes did not make their way up the stage to be handed their diplomas. Certainly making the occasion memorable likewise were the singular and precedent-setting greetings and enjoinders—reproduced hereunder—addressed by the University President to the graduates of each unit as he conferred upon them their respective academic degrees.—Editor.)

COLLEGE OF MUSIC

I hereby confer upon you, by authority of the Board of Regents, the Teacher's Diploma and the Bachelor of Music degree, pursuant to the recommendations of the College faculty and the University Council.

Generally, music is any art inspired by the Muses. Today, music is recognized as both science and art, the knowledge and the use of pleasing, expressive, and intelligible tones in a coherent and continuous structure. You are now members of this truly human calling, to lift our spirit, express our emotions, reason, and aspirations, all in an intelligible mode of communication.

Congratulations.

COLLEGE OF FINE ARTS

Art has several meanings. It can mean cunning, artifice, craft, skill, or knowledge. You who graduate in our College of Fine Arts will need all of these in the teaching, but you must also have inspiration in the creating, of the Arts that we call Fine.

May you always have an abundance of this inspiration, and I hereby award you the Certificate of Fine Arts, and the Bachelor of Fine Arts, for which you have been recommended.

COLLEGE OF FISHERIES

The waters of our country should make us one of the richest nations in the world, because of the wealth in our streams and rivers, lakes and bays, and in our marine waters. We need more of you to develop these resources, so that we may contribute to the feeding of the 4 billion human beings of our planet, and to the better nutrition of our people.

I welcome you to one of the most vital professions today, awarding to you the Diploma of Fisheries and the Bachelor of Science in Fisheries.

SCHOOL OF ALLIED MEDICAL PROFESSIONS

The ministration of new therapeutic techniques is called for by modern industry and urban culture. Your school is designed to attend to the rehabilitation of the physical body, often requiring the application of mechanics and engineering.

I hereby confer upon you the degrees of Bachelor of Science in Occupational Therapy, and Bachelor of Science in Physical Therapy.

COLLEGE OF NURSING

The profession of Nursing is as vital to health care as the profession of Medicine, for health requires a team approach. Because nursing in this country has from the outset been recognized as women's territory, you may be, with special reason, in the more beautiful profession.

I hereby confer upon you the degree of Bachelor of Science in Nursing.

COLLEGE OF BUSINESS ADMINISTRATION

Three professions compete for the distinction of being the oldest profession in the world: One is espionage. Another is business. All of us know the third. To avoid controversy, I shall follow the wise man who said that business is the oldest of the arts, and the youngest of the professions.

I hereby confer upon you the degrees of Bachelor of Science in your chosen area of specialization.

COLLEGE OF EDUCATION

The basic function of education is to bring up, and to lead. As a people, we are notorious for the value we give to formal education, and so education is one of our most popular careers. I welcome you to your profession, conferring upon you your Bachelor's degrees, and trusting that you attend to your own professional growth constantly, because one cannot educate without being educated.

COLLEGE OF HOME ECONOMICS

Home Economics these days is no longer the economy of the household. Among the professional fields you have chosen to enter, some are appropriate for industry, others for public dining and entertainment. Your College therefore reflects the modernization of our society. As I confer upon you the degrees for which you have been recommended, I urge you to represent the combination of the warmth of the Filipino home and the competence and professionalism of our modernizing national society.

U.P. COLLEGE MANILA

When the old College of Liberal Arts left Manila, the University later decided to establish your College as a school for working students. Some of you are professional students. Nevertheless your education in the Arts and Sciences is as good as the education in Diliman. The Bachelor of Arts and the Bachelor of Science degrees are the degrees of educated persons. I hereby confer these degrees upon you, and greet you as educated men and women.

SCHOOL OF ECONOMICS

There is a rumor that your school is the finest school of Economics in Asia. I do not expect you to deny this

rumor. But it is your duty to make it true. I take great pleasure in conferring your degrees upon you.

INSTITUTE OF MASS COMMUNICATION

It is truly said that the world is shrinking into a global village. At the same time, through modern communications, every person's world is an expanding universe. We cannot communicate everything we know, nor news of everything that happens. The content of communications is therefore always edited. So be it, but let us take care that you enter your new profession with a concern for the communication of material that contribute to our development and well-being.

I hereby confer your degrees upon you.

COLLEGE OF ARTS AND SCIENCES

Some professional colleges, whose students are graduates of the CAS, insist that they perfect what this College begins. Because the CAS is the college that traditionally produces educated men and women, it guarantees the integrity of the professions in the other colleges, and makes their work easier.

I salute you, and confer you your degrees.

INSTITUTE OF LIBRARY SCIENCE

A Library is sometimes believed to be society's memory of the past. Library Science ensures that our memory be likewise a tool for improving our present, and a guide to our vision of a good life in the future.

I confer upon you the degree of Bachelor of Library Science.

INSTITUTE OF SOCIAL WORK AND COMMUNITY DEVELOPMENT

Development is not a pie, or *bibingka* in the sky. There is no development except improvements in the life of real people. Since people live in homes, and associate themselves into communities, we must understand the nature and dynamics of communities, and of human beings in society. Social Work and Community Development is one of the new fields and professions dedicated to the study and practice of bringing a new life and a good quality of life to the homes and communities of our people.

I greet you, and confer your corresponding degrees.

STATISTICAL CENTER

Our universe is an orderly universe. Indeed, aberrations and deviations from this order are themselves arranged according to an order of their own. Statistics is the study of this order in the universe. Today, statistics is often our first tool for understanding large problems, and is as often the initial tool in the formulation of development strategy. You are experts in the art of telling the truth with numbers.

I confer upon you the degree of Bachelor of Science in Statistics.

INSTITUTE OF PUBLIC HEALTH

When we speak of public health we assert our ideal that the community should be in a state of well-being. You who graduate from your Institute are scientists and practitioners in the promoting and protecting of our physical health as a community. In doing so, you will make contributions to the well-being of our individual members.

I felicitate you, and confer upon you the degree of Bachelor of Science in Public Health.

COLLEGE OF ARCHITECTURE

The architect is not an ordinary builder. He is a master builder. This profession addresses itself intimately to the physical structures that are the home of the family and the house for the infinite activities of community life. You who aspire to join this profession must combine utilitarianism, beauty, engineering strength and a vision of the good that must radiate from our homes and that must grace our communities.

I confer your degrees upon you.

COLLEGE OF PHARMACY

Pharmacy relates to drugs and medicines, poisons and magic concoctions. The College of Pharmacy used to have the most number of the most beautiful students in the University. It is an irony that the advance of science in the pharmaceutical industry has diminished your numbers. It is proper for me to wish: may your tribe increase, for you are part of the nation's health care system, whether it be in the laboratory, in the pharmacy shop, in the factory, or in our homes.

I confer your degrees upon you.

COLLEGE OF ENGINEERING

The modern concept of the engineer is derived from the ancient notion of the ingenious man. More than half of all engineers today are being recruited into the government service. Whether in or out of the public service, you must apply your training and native ingenuity to build efficiency into human concepts, strength to human labor, and wisdom in the application of our technology, so that the old materials and structures you design and build shall contribute to the warmth of human life.

I confer the different degrees in Engineering upon you.

COLLEGE OF VETERINARY MEDICINE

Veterinary Medicine is no longer merely the curing of animal disease. Although you contribute to the science of public health, you must contribute more broadly to human well-being. Today, with our present technology and cultural tastes, some 15 billion animals are needed on this planet to maintain 4 billion human beings. The relationship between animals and human beings extends beyond our food requirements, and involves complex ecological systems.

I invite you to dedicate yourself to the established role of your traditional profession, and also to engage in the development-oriented activities that our new horizons are opening up.

I confer upon you the degree of Doctor of Veterinary Medicine.

COLLEGE OF DENTISTRY

Dentistry is one of the more traditionally specialized branches of Medicine. It was ahead of specialization in the study and care of the heart, the brain, the respiratory system. Only dentists know why. Your college is one of the most distinguished schools in this region of

the world. You will continue its fine and well deserved reputation.

I confer upon you the degree of Doctor of Dental Medicine.

GRADUATE SCHOOL
(Below Doctoral Level)

Most of you are candidates for the master's degree. Originally, master meant teacher, ruler, or judge. Thus, whether you receive certificates, diplomas, or master's degrees, we recognize your mastery in your chosen fields, so that you must apply this mastery in the service of Teaching, or in the service of other employment, but always in the service of the people and the community that made it possible for you to gain special competencies.

I hereby confer upon you the degrees and titles which you have earned.

INSTITUTE OF ASIAN STUDIES, PCAS

Universities in other countries have so-called area studies, because of a curiosity about exotic cultures. In the University of the Philippines System, your studies are based on the belief that other cultures deserve our attention because they represent modes of human civilization that have intrinsic worth as human achievements.

I confer upon you the degree of Master of Arts in Asian Studies.

INSTITUTE OF PHILIPPINE STUDIES, PCAS

The PCAS, within the UPS, conducts its course in Philippine Studies to focus on problems and issues not generally treated in conventional Philippine Studies programs. You therefore enjoy a clear advantage, although I hope you proceed further to higher studies.

I confer upon you the degree of Master of Arts in Philippine Studies.

COLLEGE OF LAW

Law is not merely a necessary system in human society. Without Law we cannot be human. Legal systems are therefore the most direct reflections of our human nature as social beings. The study and the profession of law, when properly understood, are for those who dedicate themselves to the ideal of making society human, to making the laws that make us free.

I hereby confer upon you the degree of Bachelor of Laws.

COLLEGE OF MEDICINE

The profession of Medicine has grown, not because we fear death, but because we value life. Human life is not an aimless existence. Every human being, from the moment of birth, is destined for great things—to think great thoughts, to create art, to perform great achievements, to live in dignity. Disease and ill health are two of the greatest constraints on the capability of people to become the truly human beings they were meant to be.

Medicine protects us from these constraints on our human capability.

I welcome you to this profession, and confer the degree of Doctor of Medicine upon you.

GRADUATE SCHOOL
(Doctoral Level)

"Doctor" originally meant a learned man. It was also believed in earlier times that learned men belonged to no nationality; they were therefore regarded as members of "the ancient and universal company of scholars." You are well qualified for membership in this company, and to make important contributions to human knowledge and well-being. For those of you who are Filipinos, I trust that you will make most of your contributions for the well-being of our country, for our people, here on our native soil.

I take the greatest pleasure in conferring your degrees upon you.

WE ARE PROUD TO BE U.P. GRADUATES

BY DR. PRISCILA S. MANALANG

(Response Delivered in Behalf of Outstanding Alumni Awardees During the General Alumni Homecoming on 27 March 1976 at the University Gymnasium)

It is with a sense of honor and some pride that we accept our awards, symbols of recognition, not only for what we are supposed to have achieved, but for what we have become: human beings involved in life and its problems, its cycle of pain and joy. That pride derives from the fact that the awards have been given by the U.P. Alumni Association, an organization so closely linked with the University that it is difficult to separate them. The one is a product of the other.

Thus the recognition accorded us today also honors the University, an institution regarded with such different and contradictory views as to present a paradox to those who are neither of it nor with it.

The University is a seat of wisdom and learning, but it is also the source of eminently practical pursuits and eminently practical men.

The University is a secular institution, yet nourishes itself on faith in things insubstantial as well as on ideas grounded in solid fact.

The University is young in years, but old in the wisdom and sometimes in the unwisdom that it teaches.

The men and women who comprise the University, including its graduates, are united by being its members, yet they are different, divided and sometimes conflicted by different world views.

The University instructs in the certitudes of the past, but it also deals with the realities of the present and the uncertainties of the future.

In sum, the University is a human institution, reflecting in microcosm the larger issues of the nation. It has a history and quite possibly it has produced history.

The ultimate basis of the University's life is the freedom to pursue knowledge. Such knowledge is intended to help our people free themselves from the artificial fetters that bind them to a less than human condition.

Therefore to insist on such freedom is to assert the University's *raison d'etre*—service to the people.

As Muller puts it:

> This insistence on human freedom is not simply cheering. It means that we have to keep making history, instead of leaning on it and that we can never count on a final solution. It means the constant possibility of foolish or even fatal choices. Yet the dignity of man lies precisely in his power to choose his destiny. We may therefore welcome the conclusion that we cannot foretell the future, even apart from the possibility that it may not bear knowing. Uncertainty is not only the plainest condition of human life, but the necessary condition of freedom, of aspiration, of conscience—all of human idealism.
>
> It is the business of the future to be dangerous, remarked Whitehead, and we can always trust it to keep on the job. I again stress the uncertainties, however, because the dangers are always intensified by the pretensions to absolute certainty or finality.

The honest acceptance of the unavailability of absolute certainties and final solutions is the mark of a true University. It has produced a community of men and women who deal in uncertainties with grace, reason and implacable commitment to the truth.

That is why we are proud to be its graduates. That is why we are proud today.

LIST OF STUDENTS WHO COMPLETED ALL REQUIREMENTS FOR GRADUATION FOR THEIR RESPECTIVE TITLES AND DEGREES AS OF THE END OF THE SECOND SEMESTER, 1975-1976

The Board *confirmed* the graduation of the following students certified by the University Registrar as having completed all the requirements for graduation for their respective titles and degrees as of the end of the Second Semester, 1975-1976, or as otherwise indicated below.

Bachelor of Arts

Evelyn Doris Abao, Jeannette C. Abellera, Carmelita T. Ablaza, Edwin L. Aguda, Arhleen M. Aguilar, Cecilia A. Aguinaldo, Marlene G. Alegre, Ma. Eloisa C. Alejandrino, Benedicto A. Alhambra, Rachel Alvendia, Corazon S. Alvina, Mariandy B. Amador, Ma. Mildred Q. Ambrosio, Noel B. Anam, Lucila C. Angeles, Susan N. Angeles, *cum laude*, Anita L. Antonio, Marcela G. Antonio, Carminia M. Aragon, Ethelia Aspiras, Kathryn D. Ayson.

Anastacio L. Bactin, Evelyn S. Banzon, Pemari L. Banzuela, Cynthia Elizabeth C. Bareng, Louella D. Basas, Bonifacio G. Bautista, Ebert T. Bautista, Marvyn N. Benaning, Pio I. Berberabe, Erlynn R. Bernardez, Alex B. Brillantes, Jr., Raul S. Buan, Luis C. Buenaventura.

Ma. Agnes L. Cabildo, Ricardo C. Cancio, Jr., Elizabeth L. Caragay, Ma. Corazon Castillo, Loreli R. Cataylo, Ma. Jennifer Catinding, Albert F. Celoza, *cum laude*, Deborah L. Cerdenia, Martha Carmel F. Chanco, Woon Yiu S. Cheng, Paul R. Chua, Lorelei T. Crisologo, *magna cum laude*, Maximino T. Cruz, Rebecca G. Cuevas, Teresita D. Cuyugan.

Arcadia C. Dacanay, Heraldo A. Dacayo, Alberto M. Dayao, Jr., Yasmin I. Dayrit, Veronica M. de Belen, Corazon D. Degollacion, Cecille P. de Joya, Danilo J. de la Cruz, *cum laude*, Rey F. de la Cruz, Socorro R. de Leon, Amante A. del Mundo, Cesar D. del Rosario, Marina F. Desierto, Ma. Susana M. Diaz de Rivera, Ma. Corazon S. Dinglasan, Ma. Teresa I. Diokno, *cum laude*; Vida Valentina F. Doria.

Emmanuel F. Esguerra, *cum laude*, Marianella S. Esguerra, Gregorio Ejercito, Jr., Elisa O. Fajardo, Edwin R. Fernandez, Allen B. Field, Amelia N. Flores, Edgardo M. Fondevilla, Armando Z. Francisco, Francisco H. Galoso, Adoracion S. Giron, Astrid S. Gorospe, Grace R. Gorospe, Veneranda C. Guerrero, Diwa C. Guinigundo, *cum laude*, Miguelito V. Gutierrez.

Chan Y. Han, Alex G. Harder, Lily C. Hidalgo, Olivia G. Ilagan, Roberto Israel, Annie Jamora, Ramon S. Javier, Ruben R. Jimenez, Ma. Teresa G. Jimoga-on, Teresita S. Juan, Antonio D. Kalaw, Elizabeth R. Labrador, Remedios P. Labrador, Suzanne C. Ladera, Elaine E. Lalimarmo, Danilo G. Lapid, Prima V. Lapuz, Lucia C. Laquindanum, Alexander Leonio, Ma. Pilar H. Leynes, Faustino M. Lim (as of the end of the first semester, 1972-1973), Ramon O. Lim, Susan G. Llamas, *cum laude*, Ofelia O. Llaneta, Robert V. Lucila.

Melinda Macalintal, Flora-Grace H. Macapanpan, Mary Ann Q. Maglipan, Victoria Magsalin, Annella M. Manalo, Edgardo R. Manuel, Eleanor F. Marbas, Fely Luz M. Marcos, Melvin G. Martin, Perfecto T. Martin, Cagliostro M. Martinez, *cum laude*, Cristina A. Martinez, Paz V. Martinez, Don H. Mattox, Cecile G. Mauricio, Minerva N. Medina, Ma. Wonina A. Medina, *cum laude*, Ma. Teresita G. Mendoza, *cum laude*, Rene Carlos P. Mendoza, Dennis G. Mesina, *cum laude*, Marionette P. Mesina, Mark Anthony C. Migallos, Claire L. Miravite, Imelda B. Montaner, Alicia Lourdes C. Morales, Elie Marie A. Moreno, Reynaldo O. Moreno.

Victor P. Nable, Corazon Y. Natividad, Ma. Lina C. Nepomuceno, *cum laude*, Enrico A. Obusan, Procolo M. Olaivar, Emma G. Olympia, Marilyn P. Ovalles, Ramon E. Pablo, Heidi D. Pajarillaga, Cynthia M. Paler, June L. Palomique, Alicia D. Pamintuan, Ma. Corazon de L. Paras, Lorna R. Parreño, Domingo T. Patajo, Mary Jean R. Pelayo, Ma. Elinora C. Peralta, *magna cum laude*, Elena E. Pernia, Dalisay Liza C. Pia, Sylvia C. Pimentel, Victor V. Piñon, Rosa Maria P. Prieto.

Ma. Nina P. Quizon, Andrea D. Rabanal, Eduardo Q. Ramirez, Demaree B. Raval, Noli F. Rayos del Sol, Amador A. Remegio, Jr., Dennis E. Reyes, Esther G. Reyes, Pastor M. Reyes, Ricardo B. Reyes, Teopisto A. Rigonan, Alfredo C. Robles, Jr., *summa cum laude*, Benjamin E. Rodriguez, Elsie N. Rojo, Juanita R. Rosca.

Germelina M. Saavedra, Elvira A. Sabado, Marilyn R. Salamanca, Ma. Asuncion G. Salcedo, Felixberto C. Saldi, Nelia S. Salvador, Ramon G. Samson, Rhodelia S. Samson, Arno V. Sanidad, Ma. Teresita San Pedro, Ludivina P. Santos, Sonia N. Sarroca, Jocelyn P. Saspa, Jeanette D. Sayno, Ruel D. Sevilla, Minabelle Siason, Martha R. Simeon, Aurora G. Sta. Teresa, Gloria A. Suayan, Ma. Cristina B. Sulit.

Monroe C. Tabingan, Juanito B. Tan, Pedro N. Tanchuling, Leonilo L. Tañedo, Karne Tayag, Ruby Elizabeth L. Tayag-Paguia, Ma. Socorro A. Tecson, Arlene V. Tolentino, Nicanor L. Torres, Catherine C. Triunfante, *magna cum laude*, Ruth S. Umayam, Lucy L. Uy.

Eloisa G. Valencia, Ma. Fe Esperanza G. Valenzona, Isabelita R. Valenzuela, Lorna S. Venal, Corazon G. Vicencio, Ruben Q. Villaluz II, Manuel V. Villanueva, Belinda L. Villongco, Ramon Eduardo A. Viola, Rosario B. Vista, Yeung Yeung T. Yu, Conrado C. Zabella, Ramon B. Zamora.

Bachelor of Fine Arts

Mary Ann Agbayani, Imelda Chikiamco, Emma Cruz, Merceditas Ignacio, Agerico Mantaring, Orlando Marcelino, Carolyn Ramos, Johnny Reynoso, Judy Sibayan, Ruben Soriano, Anne Tison, Jesus Tison, Ma. Rolinda Victorino, Melba Yap.

Bachelor of Interior Design

Eduardo F. Avenir, Victoria G. Buensuceso, Lily Ann Ll. Espiritu, Myrna M. Guiang, Josephine Evangeline Hung, Luz G. Lareza, Leovegilda P. Montes, Melba S. Morales, Carmelita Y. Natividad, Vivian G. Ongkingco, Ditas Diwata C. Pia, Elizabeth F. Samson, Ma. Ella G. Tayag, Ruby C. Tayag, Mari Paz T. Tiangco, Ma. Alicia T. Velasquez, Ma. Josefina C. Zuñiga.

Bachelor of Landscape Architecture

Felix Peronilla, Jr.

Bachelor of Laws

Yreneo de L. Abad Santos, Ma. Reymunda R. Balasbas, Maximino Z. Banaga, Jr., Cesar P. Borje, Jorge L. Cabildo, Manuel C. Cases, Jr., Sol Edgar G. Coz, Eulogia M. Cueva, Rolando S. Dabao, Marcial de la Fuente, Victoria C. de los Reyes, Nestor M. Desecada, Danilo A. Domingo, Rico V. Domingo.

Jose L. Escobido, Romulo M. Fabul, Ramon A. Felipe IV, Romeo B. Fortes, Tranquilino R. Gale, Jasmin R. Gaite, Emilio P. Garcia, Jr., Oscar L. Gozos, Napoleon E. Inoturan, Vicente D. Lasam, Roberto P. Laurel, Edmundo S. Legaspi, Alan A. Leynes, *cum laude.*

Jewel D. Marabut, Teresita T. Marbibi, Francisco G. Mendiola, Ruben T. Montejo, Lorenzo O. Navarro, Jr., Honesto D. Noche, Ceasar G. Oracion, Oscar M. Orbos, Norma F. Paguia, *cum laude,* Nancy Concepcion T. Pasion, Mercy M. Pine, Nimfa Ponayo, Tomas N. Prado, Anita O. Prodigalidad.

Recto T. Racho, Rosario D. Roy, Melchor C. Sadang, Randolph C. Salazar, Cornelia V. Salinas, Patricia P. Salvador, Mariano P. Sarmiento II, *cum laude,* Lucien E. Sayuno, David R. Simon, Jose A. Soluta, Jr., Benjamin T. Subido.

Enrique Y. Teehankee, *cum laude,* Moises S. Tolentino, Jr., Wilfredo M. Trinidad, Leonides F. Tungohan.

Bachelor of Library Science

Leila M. Agustin, Elaine H. Enriquez, R. Dante O. Perez, *cum laude.*

Bachelor of Music

Milagros Manicad, Charito Pizarro.

Bachelor of Science

Susan Jane D. Abaño, Elena Luz F. Abella, Zosimo A. Acha, Aileen A. Agahan, Elmer C. Agustin, *cum laude,* Corazon G. Alamil, Arlene P. Alcid, *cum laude,* Amarilou A. Aldana, Rosita A. Almonte, Irvin D. Alojado, Evangeline B. Alvarez, Joselynne S. Añel, *cum laude,* Put O. Ang, Jr., *cum laude,* Reynaldo E. Ang, Romeo Aquino, Editha L. Arceo, Patria O. Arreza, Ana C. Asis.

Paulita V. Baclig, *cum laude,* Luisa C. Bacuta, Angelita S. Bajaro, Abundo A. Balgos, Eduardo P. Baltazar, Jr., Olivia G. Bayuga, Elizabeth P. Beltran, Mary Ann V. Benitez, Ruth P. Berdon, Elizabeth V. Bernardino, Ma. Cristina C. Bernido, Ma. Gloria B. Blanco, *summa cum laude,* Fleurdeliz B. Bolisay, Dolores D. Bonzon.

Antonio E. Cabinian, Roberto P. Cabugao, Jr., Enrico G. Camara, Anna Maria B. Camaya, Miriam Joy B. Cantiller, *cum laude,* Reynaldo A. Caranday (as of the end of the first semester, 1974-1975), Alex L. Carrillo, Julita O. Carvajal, *cum laude,* Naida P. Castañeda, Ma. Theresa V. Cayton, Rommel M. Celestial, Reynaldo C. Centeno, *cum laude,* Renato L. Cerdeña.

Ma. Socorro O. Chan, Melinda S. Chico, Christina T. Chua, Eric Chua Yap, Elizabeth O. Chung, *cum laude,* Susan B. Cipres, Helen G. Co, Mely O. Co, Quintina B. Corteza, Josephine A. Cristi, Raul D. Cruz, *cum laude,* Leonardo B. Cua, Susan S. Cucio.

Raul V. Datuin, Ellen G. David, Jesus M. de Francia, Ma. Luisa C. de Villa, *cum laude,* Welda Lynn T. Donato, Cayton A. Duru, Hector L. Edrosa, Maria Dolores M. Ella, Ma. Isabel O. Enriquez, Ma. Socorro V. Enriquez, Rolando D. Ericta, Ma. Iris C. Espina, Teresita B. Espiritu, Winston George B. Estera, Melinda M. Estores, Josefina T. Eugenio.

Alberto P. Fariñas, Ann Marie A. Fernandez, Irma May A. Fernandez-De Leon, *magna cum laude,* Ma. Cynthia S. Fernandez, Edilberto P. Florendo, Angelica D. Francisco, Rowena R. Francisco.

Raul J. Gabriel, Mari Linda A. Gaces, Clarissa P. Galang, Amanda H. Galoso, Emelda Bedian B. Gan, Ricardo G. Garchitorena, Alma Carmen G. Garcia, *magna cum laude,* Crismarie T. Garcia, Ofelia S. Garcia, Rafael M. B. Garcia, Emme Y. Gaspar, Benjamin C. Gavino, Ramon S. Geluz, Mario B. Genio, Jacqueline L. Gesner, Emmanuel C. Gomez, Gene G. Gonzalez, *cum laude,* Roberto H. Goo, *magna cum laude,* Ramon S. Guerra, Evangeline L. Guevarra, *cum laude,* Jose Senoi A. Gulmatico, Agnes M. Gutierrez, *cum laude,* Lia R. Gutierrez.

Sukarno H. Hadji Socor, Marivelle T. Hernando, Aida G. Hernandez, Alexis N. Ibarra, Reynaldo R. Interior, Ma. Rita N. Jacinto, *cum laude,* Prosephine T. Japitana, Marian G. Jose, Asela P. Jumaos-as, *magna cum laude.*

Patricia Khu, *magna cum laude,* Althea B. Kintanar, *magna cum laude,* Maximo C. Kiok, *magna cum laude,* Ma. Rosario R. Koh, Milagros R. Labayen, Raphaella B. Ledda, Paul C. Lee, Blesilda A. Liganon, Adorasyon C. Lim, Susan S. Lim, *cum laude,* Rene T. Limhoco, Eloisa S. Lirio-Rizon, *cum laude,* Dalisay J. Liwanag, Josephine T. Lopez, Mariano B. Lopez, *magna cum laude,* Emerson Lorenzo, Marietta Luayen, Melinda P. Lupisan.

Rowena Z. Madamba, Rolando Q. Mallari, Mario S. Malonzo, Ferdinand J. Manahan, Guillermo G. Manalo, Jr., Ma. Regina V. Mangay, Connie C. Manuel, *cum laude,* Ma. Victoria B. Maramag, *cum laude,* Racquel B. Maranan, Beatriz C. Marquez, Ivan S. Masanga, Deogracias Edwin P. Mojica, Ernesto M. Molina, Armin Maribelle M. Montefalcon.

Rita A. Nabong, Cecilia A. Nakpil, Emma I. Nañalo, Nora Emfania N. Nano, Marissa C. Nepomuceno, *magna cum laude,* Carmen P. Ng, Ricardo E. Nocilo, Rhodora A. Olegario, Mila B. Ong, Caesar E. Ordoñez, *cum laude,* Ephraim C. Orteza, Edelelina P. Padilla, Jose V. Palacio, Jr., Imelda L. Palmero, Lana J. Palomas, Melissa Palugod, Ursulina C. Pamintuan, Cyrus P. Peralta.

Raul M. Quillamor, Romeo G. Rabina, Humbelime L. Ramirez, Rolando E. Ramos, Ramesh P. Rao, Rolando E. Regalado, Ruby G. Reo, *cum laude,* Charito B. Reyes, Reynaldo P. Rimando, Carmela L. Roco, Ophelia C. Roque, Miguela J. Rubico, Lucina L. Sabas, Danilo R. Sacdalan, Elizabeth B. Salazar, *cum laude,* Alberto C. San Juan, Jr., Tirso V. San Pablo, Jr., Elenita P. Santos, Nona Socorro V. Segui, Ramon U. Siat, Evelyn Socorro S. Simpo, George L. So, Josie O. Sy, *magna cum laude.*

Rosanelia V. Tablico, Dorothy L. Tadeo, Jesus L. Talaue, *magna cum laude,* Epison S. Tan, Ma. Gloria D. Tan Gatue, Dennis T. Tansiongco, Ma. Linda O. Tantoco, Anna Marie A. Taracatac, Cynthia B. Tayag, Jesse B. Tenduo, Edgar P. Tiongson, Delia S. Totanes, *cum laude,* Amerlita V. Trinidad, Angelita P. Ty.

Alfredo S. Uy, Myra Lane Y. Uy, Danilo V. Valencia, Lilia L. Valledor, Alda A. Ventura, Mario R. Ver, Angeli

S. Vicencio, Gil U. Vicente, Daisy Y. Villanueva, Romeo L. Villarta, Jr., Salud A. Villena, Richard Yao, Teresita C. Yap, Hildegarde C. Yasay, Amaryllis O. Yazon, Demetrio A. Yco, Jr., Jaime G. Yu, Ma. Teresa L. Zari.

Bachelor of Science in Agricultural Business

Cesar P. Acyatan, Armando S. Erguiza, Berahim Bin Haji Ithnin, Mario O. Mamon, Alberto B. Manalo, Ramon O. Yan.

Bachelor of Science in Agricultural Chemistry

Florecita S. de Guzman, *cum laude*, Nena C. de Guzman, Ann Maureen E. Ramirez, *magna cum laude*.

Bachelor of Science in Agricultural Engineering

Jose M. Abeleda, Jr., Marius M. Agua, Eduardo A. Castalone, Belen R. Cruz, Pedrito S. Consebido, Chukwudi E. Nzewi, Severino P. Salvado, Jose L. Silva, Pedro M. Zara.

Bachelor of Science in Agricultural Extension

Honorato M. Baltazar, Avella C. de la Viña, Josue S. Falla, Fe K. Mallion, Soledad P. Ortiz, Imelda F. Parayaoan, Thelma G. Sanchez, Adela A. Valinado.

Bachelor of Science in Agriculture

Nestor C. Altoveros, *cum laude*, Marilyn L. Aparicio, Celerina V. Africa, Priscila C. Alcasid, Manuel S. Alejar, Angela S. Almendras, Alejandra L. Amadure, Domingo E. Angeles, Reynalda M. Aquino, Manolito B. Arceo, Arturo S. Argañosa, Emmanuel D. Aterrado.

Leo P. Balagot, Manuel A. Banzon, Erlinda C. Barrios, Maridaisy B. Bayta, Renesa L. Bongala, Marinella A. Bonus, Juanita S. Cabrera, Erlinda A. Carrasco, Onofre V. Cavite, Regalado L. Cequiña, Teodulo O. Consignado, Delfin B. Cruz.

Ely S. Data, Leonarda Z. Ebron, Lualhati D. Eguia, Bayani M. Espiritu, Teresita T. Flores, Bibiana H. Garcia, Jesus L. Garcia, Miguel B. Garcia, Felina T. Gibas, Alfonso N. Gordovez, Yeida P. Guce, Felixberto M. Guerrero, Elvira D. Guevarra.

Marita C. Ignacio, Edilberto T. Lalican, Roberto J. Lazaro, Gerardo Pio G. Ledesma, Rolando C. Libang, Joel C. Lopez, Generoso V. Lumbres, Domingo A. Luna, Cesar E. Macalintal, Carmen C. Magbanua, Fisco M. Malabanan, Reynaldo G. Manalastas, Flora P. Manalo, Isabelita H. Manalo, Celso E. Manila, Reynaldo L. Manoto, Vivencio B. Marfori, Eleanor S. Melo, Yolanda A. Mendoza, Teodoro R. Migo, Eden S. Montañano, Santos D. Morden, Jr.

Conrado C. Navasero, Edwin V. Nuevo, Isabelita C. Ogma, Gabriel O. Okafor, Consorcia F. Oldan, Irma A. Oliveros, Veronica G. Ordonia, Faustino A. Orillo, Jr., *magna cum laude*, Cesar A. Pidlaoan, Rizalino C. Portes, Rodolfo P. Revilleza, Francis N. Rivera, Luisito C. Ronquillo, Sebas M. Rubico.

Minhad Bin Salleh, Mary Fe E. Samante, Valentina V. Sibal, Simplicio N. Suarez, Gener L. Talatala, Rene O. Tapay, Danilo G. Tobias, Claro Q. Torres, Felix G. Valenzuela, Randolph J. Van Otten, Beatriz R. Velasco, Dorcas C. Vergera, Gaudencio V. Vergara, Marcelina R. Villacorta, Celso M. Virrey, Eduardo C. Yambao, Jose C. Zuño.

Bachelor of Science in Applied Mathematics

Margarita F. Guerrero, *cum laude*, Teotimo L. Manoto.

Bachelor of Science in Architecture

Tommy Adarme, Alfredo B. Alfonso, Cesar Aljama, Ma. Theresa Angeles, Kathryn C. Beltran, Felicito M. Benedicto, Irma M. Camaganacan, Jacqueline Cancio, Fausta S. Esguerra, Elizabeth C. Espiritu, Mary Hester Evangelista, Emeterio G. Ferrera, Anna Maria J. Ferreria, Jovencio S. Fojas, Jr., Ma. Lourdes Gaite, Mario C. Lizada, Manuel Reuben Mallorca Ontal, Edward C. Pascual, Ofelia Posadas, Supphat Sirichantr, Esther Fe N. Tablante (as of the end of summer 1975), Victoria S. Tsai, Elizabeth L. Uy.

Bachelor of Science in Biology

Lizbeth S. de Padua, *summa cum laude*, Cynthia T. Hedreyda, Carmelita C. Ira, Florida S. Luis, Marie Cynthia O. Ortega, Noel F. Paje, Felicitos V. Palis, Adelina C. Santos.

Bachelor of Science in Business Administration

Elvira Abao, Bilmur M. Abilo, Eva Lynn V. Abraham, Elmer Z. Acance, Fideliza T. Aguirre, Emma P. Alegre, Mary Mildred Allanigue, Ramon U. Ampil, Jose Antonio D. Araneta, Ignacio B. Aricaya, Romel B. Axibal, Ma. Lourdes N. Bacasal, Ma. Rosanna Bernabe.

Adrian R. Canlas, Arturo T. Caoile, Jr., Alfredo O. Carlos, Anita G. Celestino, Cynthia M. Cruz, Nila Cueno, Diana D.P. Dator, Joselito G. de Jesus, Ma. Asuncion E. dela Costa, Elizabeth Ll. del Mundo, *cum laude*, Teresa G. del Rosario, J. Jivini D. Diamante.

Agnes Lourdes V. Fausto, Carmina S. Galvez, Guillermina Galvez, Rita S. Garingarao, Ma. Lourdes G. Gonzaga, Lourdes C. Gonzalez-Domingo, Ma. Clarissa A. Guerrero, Ma. Celia J. Homena, Dominador Y. Ilio, Jr., Ma. Victoria G. Jarantilla, Mary Ann Miriam J. Javier, Selly O. Joson, Josefina H. Joven.

Letty L. Lacson, Jose L. Las, Marilyn L. Lavapiez, Ethel B. Lasala, Mario L. Lavente, Ma. Inez Z. Leuterio, *cum laude*, Elvira K. Liboro, *cum laude*, Jean C. Macling, Cesar M. Manuel, Jocelyn S. Mendoza, Brenda Mistal, Edwin H. Monzon, Sonia B. Napial, Erlinda M. Nario, Armi O. Nieto.

Jean C. Ortiga, Eduardo D. Padernal, Eleonor M. Pagsibigan, Enriqueta M. Palma, Gloria M. Palu-ay, Jose P. Perlas, Sonia R. Po, Dulce A. Posadas, Grace Q. Prado, Jeanette G. Quiazon, Ma. Luz R. Reinoso, Eduardo Ll. Reyes, Florencio M. Reyes, Jeanette B. Reyes, *cum laude*, Ruby Ann B. Riva.

Milagros G. Sabile, Ma. Grace M. Salcedo, Noel M. Santos, Nolasco D. Sarabia, Jr., Suzanne P. Sayuno, Xenia S. Sayoc, Ma. Estella P. Sindico, Perfecto D. Sueño, Jr. (as of the end of summer 1975), Alfredo L. Sycip.

Flordeliza R. Taguiam, Juanito S. Tan, Jr., Glenda T. Tibon, Adoracion P. Tidalgo, *cum laude*, Katheryn A. Tierra, Angela M. Toledo, Mary Ann T. Torres, Mary Ann O. Tuason, Ma. Asuncion P. Valdes, Amalia R. Valdez, Lizpeth Z. Valles, Celia V. Venturina, Dianalyn J. Villanueva, Violaine D. Villanueva, Gregory G. Yang.

Bachelor of Science in Business Administration and Accountancy

Daylinda B. Bandayrel, Corazon M. Bumanglag, Elena T. Cabildo, Luzcel B. Camacho, Erma R. Cuevas, Felicidad K. Custodio, Armando A. de Guzman, Antonio C. de la Cruz, Jr., Estrella C. Eligio, Agustin O. Eustaquio, Ofelia R. Gaite, Carmencita C. Garcia, Fresnaida N. Guzman.

Ramon Paul Holganca Jr., Imelda V. Iballa, Victoria T. Javate, Geocel R. Olanday, Norlito S. Quimel, Henry P. Ramos, Lucila L. Rico, Lydia T. Rodriguez, Arturo E. Sagcal, Jessamyn Z. Silva, Jocelyn L. Tolentino, Melita N. Uy.

Bachelor of Science in Business Economics

Antonio Roberto M. Abreu, Jose de la F. Acetre, Ma. Theresa R. Aguilar, Wilfrido A. Atienza, Agnes M. Azurin, Lorenza del R. Bales, Winefreda P. Balquin, Lester P. Bataclan, Elizabeth S. Buenaventura, Inesita G. Bumagat, Cynthia C. Capule, Ma. Cristina P. Collantes, Jose P. Crisostomo, Jr., Belen E. Cua, Sushila B. Cudaihl, Rosario B. de Gorostiza, Laarni G. Dungca, Ma. Odellette Encarnacion, Sagrario L. Floro, *magna cum laude,* Armi C. Galliguez, Gregoria A. Gamboa, *cum laude,* Cesar Alfonso A. Gatchalian, Junifen F. Gauuan, Cristela L. Goce, *cum laude,* J. Xavier B. Gonzales, *magna cum laude.*

Arturo C. Javier, Nannette R. Kampitan, Teodoro U. Manalo, Ramon B. Mateo, Ma. Teresa P. Mendrana, Luz A. Nepomuceno, Ma. Teresa P. Nuestro, Cecilia S. Paulino, Eva Socorro M. Payumo, Homer B. Perez, Elsa Margarita S. Ramos, Joaquin M. Teotico, Ma. Aurora P. Tolentino, Josefina S. Uichanco, Marilou J.D. Uy, Ma. Melinda A. Zuñiga.

Bachelor of Science in Chemical Engineering

Alfonso C. Ang, Jesus C. Cham, Richard Q. Chu, Natividad G. Ebarvia, Elizabeth M. Fernandez, Reynaldo V. Galvez, Conrado S. Heruela, Elizabeth S. Isorena, Hernando M. Lomotan, Rose Mary K. Lu, Rufina G. Malazo, Susana S. Martinez, Brenda R. Mendoza, Josefina C. Montero, Nora Monina H.P. Panlilio, Danilo T. Sim, Jonella C. Soller, Aurelio S. Ventura.

Bachelor of Science in Chemistry

Cynthia O. Arayata, Justiniano F. Bagtas, Marlene T. Baira, Jaime C. Balingit, Cynthia A. Balmaceda, Evita O. Batol, Editha P. Bernardo, Yvonne N. Chiu, Corazon C. Clutaria, Elizabeth R. Collantes, Fermina C. Cosejo, Cynthia C. Cruz, Ma. Melinda B. de Leon, Florian R. del Mundo.

Soledad S. Go, Leilani S. Labrador, Chona V. Lacza, Evelyn C. Lo, Evita R. Lopez, Arnedo C. Lucas, Jr., Rolando S. Mendoza, Teresita T. Monasterio, Rafael C. Paguio, Artemio E. Pascual, Crescencia S. Presbitero, Veronica V. Cantos, Mary Arlene P. Saquido, Annabelle P. Suyko, Concepcion S. Tabios, Charmaine F. Teston.

Bachelor of Science in Civil Engineering

Antonio V. Cancia, Caesar N. Claudio, Marcial O. Conaco, Jr., Alex T. Cruz, Nicardo Garong Falcis, Jose S. Geronimo, Salvador B. Jiao, Antonio J. Reyno, Leo E. Romuar, Antonio Sto. Domingo, Jr., Pablo T. Sugay, Jr., Benito C. Tan, Ana Lee Uy, Mary Lee Uy.

Bachelor of Science in Community Development

Anna T. Alvarez, Alicia F. Calima, Raul A. Eco, Rogena F. Legaspi, Cynthia S. Mangahas, Leticia L. Manuel, Fabian E. Mbanefo (as of the end of the first semester, 1975-1976), Mary Susie Flor Parel, *cum laude,* Ma. Luz S.B. Rañeses, Cesar S. Sadsad.

Bachelor of Science in Community Nutrition

Juanita A. Acosta, Resochita A. Caday, Madeline R. del Mar, Visitacion S. Dy, Adora C. Eufemio, Flordeliz C. Garcia, Madeline D. Lazaro, Rosario U. Luz, Aurora R. Manuel, Edith D. Padilla, Elisa A. Quinto, Mariquit M.E. Soriano, Emmeline L. Verzosa.

Bachelor of Science in Development Communication

Jennifer T. Azucena, Victor A. Juliano, Elizabeth M. Libas, Emmanuel U. Odukwe, Jose R. Olivar, Jr.

Bachelor of Science in Education

Gloria L. Aledia, Ma. Louella N. Caces, Miriam P. Clemente, Carolina B. Cruz, Amor S.J. Fernando, Adelfa M. Flores, Digna C. Frias, Virginia D. Francisco, Susana Y. Gue, Normita T. Isla, Gilda F. Lasat, Francisco A. Mabbayad, Nilda C. Mabilangan, Josephine A. Majul, Melita J. Mangali, Luz N. Mangundayao, Annabelle P. Montealegre, Angelita L. Ortega, Cecille Bernadette F. Palanca, Araceli R. Patricio, Felicisima M. Punzalan, Blanca D. Puzon, Remedios A. Torres.

Bachelor of Science in Elementary Education

Rachel B. Bautista, Minda A. Eco, Judy T. Go, *cum laude.*

Bachelor of Science in Electrical Engineering

Ricardo R. Almonte, Angelita Q. Burgos, Alberto R. de Jesus, Reynaldo C. de la Cruz, Alexis B. Dizon, Roland D. Ericta, Artemio R. Gopez, Jr., Dante M. Katanyag, Francisco L. Layug III, Martin C. Maayo III, Enrico S. Martin.

Lloyd G. Nacorda, Rene E. Nolasco, Maximo V. Parlan, Dwight R. Quiaoit, Rolando D. Reyes, Ellsworth M. Rustia, Franklin Santiago, Ernesto N. Santos, *cum laude.*

Bachelor of Science in Fisheries

Catalino P. Arafiles, Jr., Ma. Filipina V. Atienza, Edna S. Augusto, Simeona M. Aypa, Adelaido A. Bayot, Emeterio D. Borlongan, Erlinda R. Cruz, Florence M. Escritor, Gerardo G. Gatus, Leda G. Handog, Marcial R. Jane, Rico R. Jane, Aurora M. Mabeza, Lourdes R. Martin, Jose M. Natividad, Marceliano B. Nieto.

Cesar E. Ortiz, Rodolfo M. Pagarigan, Emmanuel R. Palma, Miguel Y. Puzon, Gerald F. Quinitio, Antonina T. Ramos, Elizabeth A. Rios, Rosalie M. Robles, Alma M. Samaniego, Marlo Y. Tabbu, Marilou D. Tagle, Emilia J. Tobias, Catherine S. Torres, Adam L. Young.

Bachelor of Science in Food Technology

Gracia L. Antiola, Rosario G. Avellaneda, Africa C. Pangan, Florentina M. Tagayuna, Mignon G. Yap.

Bachelor of Science in Foreign Service

Lillian R. Alinea, Susan V. Anglo, Mary Ann O. Arguillas, Maria Theresa A. Bautista, Marian F. de Guzman, Leilani Joy S. Flores, Crisanta M. Garcia, Judy P. Lacap, Marian A. Lagura, Bella R. Lucas, Vilma C.

Molde, Ma. Pita L. Reyes, Sylvana T. Rosales, Rosseana P. Tabernero, Regina D. Tinio, Lolita T. Toh, Julita D. Tolentino, Olivia C. Valera.

Bachelor of Science in Forestry

Eustaquio G. Aragones, Jr., Oscar S. Arela, Jaime B. Avendaño, Jr., Vilma C. Cardenas, Godfrey L. Cawis, Rogelio B. Damaso, Reynaldo S. Dimla, Rebecca P. Eleazar, Portia P. Gamboa, Bonifacio T. Lagundino, Nestor R. Manalo, *cum laude*, Antonio G. Manila, Beatriz G. Meria, Ofelia T. Padilla, Mutya Ma. Quintos, *cum laude*, Librado D. Sandoval, Rogelio C. Serrano, Melchor O. Sioco, Federico S. Ventura, Jr., Teodoro R. Villanueva.

Bachelor of Science in Geodetic Engineering

Dominador B. Aurelio, Arnulfo B. Gaddi, Jean G. Mercado, Efren S. Santos, Dexilie M. Tugbang, Arturo T. Velasquez, Jackson Yank.

Bachelor of Science in Geology

Dennie R. de Leon, Daniel R. Guerrero, Hermes P. Ferrer, Marietta A. Moraleda.

Bachelor of Science in Home Economics

Felicitas C. Acosta, Thelma G. Alba, Concepcion M. Arias, Elena A. Banquilla, Eleanor D. Campana, Cristina L. Co, Ma. Eulalia H. Coloma, Rosario A. Correa, Ma. Victoria A. de Castro, Lilian C. de la Paz, Vilma M. de Mesa, Cecilia A. Eugenio, Clarissa E. Fausto.

Constancia G. Garcia, Irma G. Garcia, Patrocinio B. Garcia, Ma. Theresa G. General, Alejandra Y. Intengan, Igmidio C. Lat, Leticia T. Onrubia, Asuncion S. Oposa, Josephine Panganiban, Marcia C. Pineda, Joan Miriam Respicio, Eleanor C. Reyes, Lourdes de L.C. Reyes, Cesar R. Romero.

Marian M. Santos, Maribel Sindiong, Susan Anne J. Singson, Fenina R. Tuparan, Carmelina Valdez, Sheila M. Varca, Linda C. Velasco, Lydia C. Vicente, Luz T. Villaluz, Elmina V. Vinluan, Ma. Elena C. Zuñiga.

Bachelor of Science in Home Technology

Virginia B. Aganus, Perla M. Atienza, Zenaida L. Cac, Evangelina C. Cangao, Amor C. Chozas, Rosalinda M. Collado, Ludivina F. Dator, Angelita P. Garcia, Lourdes S. Gonzalez, Ma. Corazon A. Honrado, Jasmin A. Lalog, Eloisa C. Lapitan, Trinidad P. Lumio, Victorina U. Pacho, Lita M. Pujanes, Yolanda S. Raros, Erlinda M. Santiago, Pura B. San Valentin, Teresita I. Suazon, Laura T. Zulueta.

Bachelor of Science in Hotel and Restaurant Administration

Eufemia L. Agbayani, Zenaida E. Alejo, Marylou C. Amora, Renato A. Amorez, Anita C. Balingit, Minerva R. Bautista, Ruth R. Coran, Leonila L. Evangelista, Petronila C. Gatus, Gregorio S. Ignacio, Mary Ann H. Jardeleza, Ma. Paz B. Katalbas, Jeannette E. Lim, Lolita P. Loreto.

Josefina B. Macasieb, Mariano Magsalin, Jr., Regina R. Mesina, Ma. Theresa J. Mirafuente, Anne N. Navarette, Lucia A. Ong, Ma. Christina P. Palmares, Brigesa D. Pendon, Evangelina C. Poblete, Ma. Magdalena A. Polidario, Emy Prodigo, Basilisa Sto. Tomas, Annabelle P. Villareal.

Bachelor of Science in Industrial Engineering

Arnulfo C. Arcilla, Marvin G. Asuncion, Edgardo G. Atanacio, Domingo C. Au, Jose F. Balderama, Alan P. Bataclan, Hilario G. Bustamante, Luis Ma. R. Calingo, Benjamin H. Cariaso, Jr., Jeanette F. Dazo, Luisito F. de Leon, Luwina S. de los Santos, Elena R. Dioso, Edward B. Ditching, Rodolfo C. Dizon, Anthony U. Dy.

Rosauro M. Fernando, Geronimo S. Garcia, Jr., Gilbert Garcia, Theodore E. Go, Herman Guanlao, Marissa J. Imperio, Manuel A. Lector, Roberto R. Lee, Nadja V. Lleva, Frederick C. Lopez, Leonardo R. Maceda, Jesse P. Manalo, Gemma D. Mariano, Marcelino C. Mendoza, Ramon L. Mendoza.

Evangelina L. Perez, Ma. Teresa P. Ponce, Luz Corazon Z. Reyes, Brian C. Rojales, Imelda E. Santos, Rolando M. Santos, Efren L. Tanhehco, *cum laude*, Fernita R. Zalameda.

Bachelor of Science in Industrial Pharmacy

Teresita E. Alberto, Jimmy D. Cua, Evelyn C. de Castro, Donald A. Hee, Elsa L. Joaquin, Henry Martono, Norma M. Mendoza, Aquilina C. Punzalan, Noly A. Tamayo, Lorna A. Tiongco, Yvone Yamane.

Bachelor of Science in Mechanical Engineering

Remigio M. Aguilar, Jesus P. Bernardo, Armand B. Clarin, Juanito J. Cruz, Nicolas P. Cruz, Elmer C. Espiritu, Edgardo B. Eusebio, Raymundo C. Lasam, Roger M. Mojica, Ronaldo A. Nicolas, James M. Noriega, Noel C. Nuñez, Vladimir P. Panlilio, Jr., Danilo F. Payuyo, Jesus R. Plantilla, Bayani S. Raymundo, Iraj A. Sheidaee, Oscar R. Sotto, Victor B. Tablante, Alvin C. Tang, Eleuterio R. Valencia, Reymundo R. Velasquez.

Bachelor of Science in Metallurgical Engineering

Joseph R. Berina, Roderico A. Cruz, Pedro C. Estoque, Jr., Rodolfo T. Fajardo, Marissa H. Francisco, Ruben A. Mangaser, *cum laude*, Jacinto C. Mendoza, Nilo P. Odal, Samuel B. Ong, *cum laude*, Virgilio F. Pasiliao, Alejandro M. Serrano.

Bachelor of Science in Mining Engineering

Antonio C. Cruz, Lucio A. Fernandez, Jr., Eriberto S. Garcia, Edgar V. Hao.

Bachelor of Science in Nursing

Amelia S. Antonio, Ofelia L. Aquino, Mary Asuncion A. Aragon, Aleli C. Baun, Norma B. Bribera, Elizabeth P. Brigola, Cristina R. Briones, Ma. Nolia Vida L. Canonizado, Maria Fe V. Chantengco, Socorro C. Cruz, Teresita V. Cuevo-Ferry, Silangan B. Custodio.

Marilyn T. de Guzman, Alicia D. de Leon, Yvette C. de Vela, Eugenia M. Dumlao, Paz L. Evangelista, Emma Florentino, Ma. Teresa M. Gomez, Evelyn L. Gonzales, Milagros R. Jaravata, Melissa R. Javier, Cynthia C. Lalisan, Marlene Y. Lepatan, Levita M. Llave, Emma O. Lontiong, Lavelinida Lopez.

Cinderella C. Macadaeg, Ramona M. Madrid, Victoria A. Magno, Magfelia S. Mamaril, Ma. Teresita E. Mañalac, Frances Marian S. Morales, Elsa I. Nolasco, Rachel T. Ongsansoy, Gay D. Oyco-Santos, Marlene V. Palomares, Luz Raquel D. Pardo, Ludinila V. Perez.

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Bachelor of Science in Occupational Therapy

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Bachelor of Science in Pharmacy

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Bachelor of Science in Physical Therapy

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Bachelor of Science in Public Health

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Bachelor of Science in Social Work

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Master of Arts

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Master of Social Work

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Master of Statistics

Erlinda O. Go, Rodolfo B. Tallo, Lagrimas L. Villanueva.

Doctor of Dental Medicine

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Doctor of Veterinary Medicine

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Doctor of Medicine

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Doctor of Education

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Doctor of Philosophy

Ikram Ul-Huq Chaudhry, Juliana B. Dacayo, Feliciano D. Fuentes, Abdul Halim, Ki-Yong Hong, Milagrosa R. Martinez, Alfeo G. Nudas, Kumpol Puapanichya, Suyratna E. Sastrawinata, Isara Sooksathan, Kasum Sooksathan, Ly Tung, Joedojono Wiroatmodjo, Rachel E. Yambao-Aliling.

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Prof. Manuel P. Bendaña, *University Registrar*

THE UNIVERSITY OF THE PHILIPPINES GAZETTE

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ADMINISTRATIVE ISSUANCES

ADMINISTRATIVE ORDERS

Administrative Order No. 8: Designation of Executive Vice-President Emanuel V. Soriano as Officer-in-Charge of the University

Effective immediately, the Executive Vice-President is hereby designated as Officer-in-Charge of the University System until Saturday, 10 April 1976, during which time the undersigned will be on leave for health reasons and to attend to other government business.

The Officer-in-Charge shall sign all papers normally signed by the President of the University.

5 April 1976

Administrative Order No. 9: Change of Assignment

In view of the designation of the Dean of the College of Law as the University Legal Counsel as per resolution of the Board of Regents at its 870th meeting on 24 March 1976, the following personnel are hereby transferred to the Unit or Office indicated opposite each name, effective 1 April 1976:

1. Bienvenido Amansec — University Motor Service
2. Francisco Capones — College of Law
3. Roshan T. Jose — Office of the Secretary of the University
4. Rufo Pandela — College of Law
5. Rizalina Roxas — College of Law
6. Priscilla A. Intengan — College of Law

Please be guided accordingly.

8 April 1976

MEMORANDUM CIRCULARS

Memorandum Circular No. 11: Guidelines on Contractual Employment

Quoted hereunder is Memorandum Circular No. 6, s. 1976 dated 30 March 1976 of the Acting Chairman, Civil Service Commission, regarding Employment on Contractual basis, for information and compliance.

"Republic of the Philippines
"CIVIL SERVICE COMMISSION
"Quezon City

"MC No. 6, s. 1976

"*MEMORANDUM CIRCULAR*

"TO : ALL HEADS OF DEPARTMENTS, BUREAUS AND AGENCIES OF THE NATIONAL AND LOCAL GOVERNMENT, INCLUDING GOVERNMENT OWNED AND CONTROLLED CORPORATIONS

"SUBJECT: *Contractual Employment*

"The issuance of contractual appointments in the government was adopted initially to enable the government to hire foreign consultants whose expertise was not available locally. The ambit of contractual employment was later expanded to include those appointees who perform work for the government for fixed and definite periods but could not be categorized as regular government employees.

"It has been noted, however, that there has been an alarmingly increasing rate of contractual appointments issued by the departments and agencies. Moreover, some of these appointments are apparently being used to disregard the merit requirements of the Civil Service Law and rules, or as a mechanism for the availment by employees of higher rates of pay.

"In view hereof and to insure that the requirements of contractual appointments are complied with, the following terms and conditions are set to govern all contractual employment:

"1. A contractual appointment shall be issued only when an individual proposed for appointment shall:
   a. undertake a specific work or project to be completed within a limited period, not to exceed one year, or
   b. have special or technical skills not available in the employing agency, or
   c. perform or accomplish his work under his own responsibility with minimum direction and supervision from the hiring agency.

"2. In the case of aliens, a contractual appointment shall be extended only if it can be shown that the expertise possessed by the alien is not available locally.

"THIS MEMORANDUM CIRCULAR SHALL TAKE EFFECT IMMEDIATELY.

"(Sgd.) JACOBO C. CLAVE
"Acting Chairman"

"March 30, 1976"

Please observe proper implementation of the above guidelines.

19 April 1976

(Sgd.) EMANUEL V. SORIANO
Executive Vice-President

Memorandum Circular No. 11: Standard Operating Procedures for GSIS Salary Loans

Quoted hereunder is a communication from the Government Service Insurance System (GSIS) which is self-explanatory:

"Republic of the Philippines
"Government Service Insurance System
"QUEZON CITY EXTENSION OFFICE
"Diliman, Quezon City

"March 30, 1976
"The President
"University of the Philippines System
"Diliman, Quezon City
"Sir:

"The GSIS Board of Trustees recently adopted Board Resolution No. 171 dated February 12, 1976 providing for a uniform Standard Operating Procedure relative to the grant of salary loans and directed the GSIS Quezon City to adopt the new procedure embodied therein.

"For your information and reference, the following procedures under Board Resolution No. 171 relative to the grant of salary loans to civilian employees are now in effect:

"1. One (1) month salary loan to regular policyholders whose policies have been in force for at least twenty (20) months;
"2. Two (2) months salary loan to regular policyholders whose policies have been in force for at least forty (40) months;
"3. Three (3) months salary loan to regular policyholders whose policies have been in force for at least sixty (60) months.

"It is requested that this information be given the widest possible dissemination for the guidance of all GSIS members thereat.
"Thank you.
"Very truly yours,
"(Sgd.) JOSE E. ESLAO
"Officer-in-Charge"
Please be guided accordingly.
29 April 1976

FOR THE PRESIDENT:
(Sgd.) OSCAR M. ALFONSO
Secretary of the University

MEMORANDA

Memorandum No. 21: Nominations for Department Chairmanships in Arts and Sciences

Consistent with the participatory procedures followed and endorsed by the Faculty at the Arts and Sciences Workshop on March 2-3, and in connection with the expiration of the terms of AS Department Chairmen, your attention is invited to the following:

1. The Departmental Faculty shall be afforded the opportunity to participate in a nomination process leading to the appointment of a new Department Chairman or the renewal of the incumbent's appointment, as the case may be, upon the expiration of the incumbent's term.

2. In this connection, the terms of office of the following incumbent Department Chairmen are expiring on or before June 30, 1976:

Department	*Incumbent Chairman*	*Expiration Date*
European Languages	Prof. L.H. Laurel	April 19
Political Science	Prof. E.M.D. Ventura	April 23
Anthropology	Prof. E.A. Manuel	April 30
English	Prof. D.L. Eugenio	April 30
Filipino & Philippine Literature	Prof. P. Bn. Daroy	April 30
Linguistics	Prof. E.H. Cubar	April 30
Meteorology	Prof. D.C. Canlas	April 30
Physics	Prof. J.F. Asperilla	April 30
Humanities	Prof. J.C. Lava	May 9
Mathematics	Prof. F.G. Mapa	May 9
Chemistry	Prof. V.R. Hernandez	June 30

3. The University President, in consultation with Dean Domingo C. Salita and Dr. Francisco Nemenzo, Jr. intends to extend until June 30, 1976 the appointments of the above-listed Department Chairmen whose terms are expiring before such date, and to conduct the nomination process in their respective departments in the first week of June, 1976. This would enable faculty members who may be on teacher's leave for the duration of the summer vacation to have their choice for department chairman considered.

4. Departments whose Chairman's term is expiring on or before June 30, 1976, however, and whose faculty members prefer to conduct the nomination process earlier than the first week of June, 1976 are requested to manifest such preference to the Executive Vice-President, through the Department Chairman and the Dean of the College, so that appropriate action may be taken in their case.

5. The nomination process shall consist of the following:

A. The Dean of the College or his representative shall convene and preside over a meeting of the Departmental Faculty specifically for the sole purpose of nominating the Department Chairman; provided that the Dean's representative shall not come from the same department where the nomination process is being conducted.
B. At the above-mentioned meeting, two-thirds of all the regular faculty members of the Department shall constitute a quorum.
C. Each regular faculty member of the Department may write on a ballot the name of one (1) nominee for Department Chairman, after which the ballots shall be canvassed right then and there.
D. After the convassing:
   (1) If one faculty member receives a majority of the nominations, or if only five or less faculty members are nominated, the names of the three faculty members who receive the most number of nominations shall be submitted to the Office of the Dean, without need for a second balloting.
   (2) If six or more faculty members are nominated and no one receives a majority, then a second balloting shall immediately be conducted on the five faculty members who received the most number of nominations. The names of the three faculty members who then receive the most number of nominations in the second balloting shall be submitted to the Office of the Dean.

6. The nomination process for Department Chairmen whose terms are expiring after June 30, 1976 shall be conducted as outlined above, approximately one month before the expiration of the incumbent's term of office.

Thank you for your cooperation.
5 April 1976

(Sgd.) EMANUEL V. SORIANO
Executive Vice-President

Memorandum No. 21-A: Participation in Nominations for Department Chairmanships in Arts and Sciences

Consistent with the participatory procedures followed in the selection of the Dean of the College of Arts and Sciences under the Executive Vice-President's Memorandum No. 7 dated 8 March 1976, items No. 1 and 5 of Memorandum No. 21 issued by the Executive Vice-President on 5 April 1976 are hereby amended to read as follows (words in italics to be inserted):

"1. The Department Faculty, *Academic Non-Teaching and Administrative Personnel whose items are in the bud-*

get of the College of Arts and Sciences shall be afforded the opportunity to participate in a nomination process leading to the appointment of a new Department Chairman or the renewal of the incumbent's appointment, as the case may be, upon the expiration of the incumbent's terms.

x x x

"5. The nomination process shall consist of the following:

"A. The Dean of the College or his representative shall convene and preside over a meeting of the Departmental Faculty, *Academic Non-Teaching and Administrative Personnel* specifically for the sole purpose of nominating the Department Chairman; provided that the Dean's representative shall not come from the same department where the nomination process is being conducted.

"B. At the aforementioned meeting, two-thirds of all the regular faculty members *and the academic non-teaching and administrative personnel* of the Department shall constitute a quorum.

"C. Each regular faculty member *and academic non-teaching and administrative personnel* of the Department may write on a ballot the name of one (1) nominee for Department Chairman, after which the ballots shall be canvassed right then and there."

Please be guided accordingly.

6 April 1976

(Sgd.) EMANUEL V. SORIANO
Executive Vice-President

Memorandum No. 10: Inclusion of PCAS Among Units Furnished Copies of Memoranda

The academic units of the Philippine Center for Advanced Studies would appreciate being informed, through the PCAS Chancellor, about the activities of the other units of the University that are of general interest or of particular concern to the PCAS.

It is therefore suggested in this connection that copies of pertinent memoranda or communications be regularly furnished the PCAS.

Please be guided accordingly.

8 April 1976

(Sgd.) EMANUEL V. SORIANO
Officer-in-Charge

Memorandum No. 12: Institutionalization of the Committee on Regional Matters (CRM)

In line with the University's policy of strengthening and accelerating the development of the regional units and upon the recommendation of the deans concerned, I recommended and the Board of Regents confirmed today the institutionalization of the Committee on Regional Matters (CRM) which used to operate informally within the umbrella of the Regional Desk. The Committee will serve as a staff to the U.P. President and will assist central administration in the formulation of the developmental thrusts for regional units. It will be composed of:

1. the Deans of the following units: the U.P. College Baguio, the U.P. College Cebu, the U.P. College Iloilo, the U.P. College Tacloban, and the U.P. Extension Division Clark Air Base; and

2. the Senior Executive Assistant for Regional Units mentioned below.

The CRM will be assisted by the staff which used to be called the Regional Desk (as per the EVP's Memorandum Circular No. 9 dated 5 September 1975). The CRM staff will:

1. serve as a facilitator vertically (from the regional units to central administration and vice-versa) and horizontally (among the regional units);

2. be a link of the regional units to central administration and vice-versa;

3. be a service group for the CRM; and

4. serve as an administrative support staff of the regional deans when they are in Diliman.

With the institutionalization of the CRM as a body concerned primarily with developmental work, all original communications to and from the regional units will be coursed through the Office of the Secretary of the University for referral to the appropriate office(s) effective 3 May 1976. The CRM staff shall be furnished a carbon copy of all communications.

Inasmuch as the CRM will serve as the liaison between the regional units and the central administration and be actively involved in their development, the full-time CRM staff is deemed necessary. Likewise, because of the need for a person who can represent the deans in all matters affecting the regional units, the position of Senior Executive Assistant for Regional Units in the Office of the President was likewise created.

Please be guided accordingly.

29 April 1976

(Sgd.) ONOFRE D. CORPUZ
President

DECISIONS OF THE BOARD OF REGENTS

871st Meeting, 29 April 1976

GRADUATION OF STUDENTS

The Board *confirmed* the graduation of the following students certified by the University Registrar as having completed all the requirements for their respective titles and degrees as of the end of the second semester, 1975-1976:

Bachelor of Arts
Noel O. Ebarle, Mariette M. Joven.

Bachelor of Fine Arts
Cynthia Anelle.

Bachelor of Laws
Nancy Q. Sison-Roxas.

Bachelor of Science
Ricardo A. Barzaga, Ma. Victoria C. Llaguno, Francisco T. Sistoso, Margery R. Strack, *cum laude.*

Bachelor of Science in Business Administration
Salome C. Tupaz.

Bachelor of Science in Chemistry
Josefina A. Contreras.

Bachelor of Science in Chemical Engineering
Danilo G. Yamsuan.

Bachelor of Science in Civil Engineering
Diego C. Balbas, Wilfredo F. Pizarro, Henry E. Villamin.

Bachelor of Science in Electrical Engineering
J. Jaime C. Gonzales III, Merito C. Gallares.

Bachelor of Science in Fisheries
Josephine P. Arquillamo, Demosthenes B. Nagtalon, Jr.

Bachelor of Science in Industrial Engineering
Ramon L. Viray.

Bachelor of Science in Physical Therapy
Nenita A. Morta.

Certificate in Community Development
Isabelita E. Abcede.

Master of Education
Celso R. Banzon, Gloria S. Lao.

APPOINTMENTS, REAPPOINTMENTS, RENEWALS OF APPOINTMENT, PROMOTIONS, INCREASES IN SALARY, ET AL.

The Board approved the following appointments, reappointments, renewals of appointment, promotions, increases in salary, and other related matters:

Jesusa H. Abad, automatic pre-retirement increase in salary from Associate Professor II to Associate Professor IV of Spanish, College of Arts and Sciences, effective April 1, 1976.

Rene B. Abarcar, increase in salary from Associate Professor I to Associate Professor III of Mechanical Engineering, College of Engineering, effective March 1, 1976.

Leopoldo V. Abis, increase in salary from Professor III to Professor V of Mechanical Engineering, College of Engineering, effective March 1, 1976.

Luis M. Alarilla, Jr., promotion in rank and salary from Assistant Professor III to Associate Professor I of Electrical Engineering, College of Engineering, effective March 1, 1976.

Oscar M. Alfonso as Officer-in-Charge, Office of the Vice-President for Academic Affairs, effective May 1, 1976 until the appointment of a Vice-President for Academic Affairs (concurrently as Secretary of the University and Secretary of the Board of Regents).

Jose B. Antonio, increase in salary as Supervising Fiscal Analyst (Range 11), Office of the Budget Director, effective May 1, 1976.

Virginia L. Aprieto as Director, Institute of Fisheries Development and Research, College of Fisheries, effective April 12, 1976 until April 30, 1979.

Jose A. Azarcon, Jr., promotion in rank and salary from Assistant Professor III to Associate Professor I of Electrical Engineering, College of Engineering, effective March 1, 1976.

Emiliana N. Bernardo, reappointment as Professorial Lecturer in Entomology, College of Agriculture, University of the Philippines at Los Baños, effective March 29, 1976 until May 20, 1976.

Rodolfo U. Bulatao, increase in salary from Professor V to Professor VII of Civil Engineering, College of Engineering, effective March 1, 1976.

Gerardo S. Calabia, promotion in rank and salary from Assistant Professor VI to Associate Professor II of Environmental Planning, Institute of Environmental Planning, effective March 1, 1976.

Benjamin V. Cariño, increase in salary from Associate Professor III to Associate Professor V of Environmental Planning, Institute of Environmental Planning, effective March 1, 1976.

Rodolfo M. Casiple, increase in salary from Professor III to Professor IV of Mechanical Engineering, College of Engineering, effective March 1, 1976.

Geronimo M. Collado as Acting Assistant for Planning and Development, Office of the Chancellor, University of the Philippines at Los Baños, effective May 1, 1976 until June 30, 1976.

Ibarra E. Cruz, increase in salary from Professor III to Professor V of Mechanical Engineering, College of Engineering, effective March 1, 1976.

Jose Ma. de Castro, increase in salary from Professor II to Professor IV of Civil Engineering, College of Engineering, effective March 1, 1976.

Manuel A. Dia, renewal of appointment as Dean, Asian Labor Education Center, effective May 1, 1976 until April 30, 1981.

Bienvenido S. Dimaano, increase in salary from Associate Professor V to Associate Professor VI of Geodetic Engineering, College of Engineering, effective March 1, 1976.

Ireneo L. Domingo, renewal of appointment as Associate Professor of Forest Resources Management (professorial chair), College of Forestry, University of the Philippines at Los Baños, effective October 25, 1975 until October 24, 1976.

Miguel B. Escoto, increase in salary from Professor III to Professor V of Civil Engineering, College of Engineering, effective March 1, 1976.

Josefina T. Fermin, promotion from Chief, Personnel Division (Range 10) to Acting Assistant Director for

Administration (Range 12), Philippine General Hospital, effective May 1, 1976 until December 31, 1976.

Teodorico F. Festin, increase in salary from Professor III to Professor V of Chemical Engineering, College of Engineering, effective March 1, 1976.

Tito C. Firmalino, increase in salary from Associate Professor I to Associate Professor III, Institute of Environmental Planning, effective March 1, 1976.

Enrique M. Garcia, reclassification of position from Professor VI (part-time) to Clinical Professor of Surgery (part-time), College of Medicine, and Attending Surgeon (part-time), Philippine General Hospital, without compensation, effective May 1, 1976.

Fe P. Garcia, promotion in rank and salary from Assistant Professor IV (part-time) to Associate Professor I of Obstetrics and Gynecology (part-time), College of Medicine, and Attending Obstetrician-Gynecologist (part-time), Philippine General Hospital, effective March 1, 1976.

Ruben A. Garcia, increase in salary from Professor III to Professor V of Mechanical Engineering, College of Engineering, effective March 1, 1976.

Theodore M. Gresh as Professorial Lecturer in Winds and Percussion, College of Music, effective July 1, 1976 until October 31, 1976.

Vicente J. Hedriana, increase in salary from Professor IV to Professor VI of Mechanical Engineering, College of Engineering, effective March 1, 1976.

Cristy R. Hernandez, increase in salary from Professor II to Professor IV of Geodetic Engineering, Training Center for Applied Geodesy and Photogrammetry, College of Engineering, effective March 1, 1976.

Dominador I. Ilio, increase in salary from Professor VI to Professor VIII of Engineering Sciences, College of Engineering, effective March 1, 1976.

Atilano R. Kalagayan, increase in salary as Supervising Fiscal Analyst (Range 11), Office of the Budget Director, effective April 1, 1976.

Quintin L. Kintanar, promotion in rank from Associate Professor (part-time) to Professor of Pharmacology (part-time), College of Medicine, effective March 1, 1976.

Angel L. Lazaro III, increase in salary from Associate Professor II to Associate Professor III of Civil Engineering, College of Engineering, effective March 1, 1976 until the return of Alfredo L. Juinio to this item, but not later than May 31, 1976.

Teodolfo Ledesma, increase in salary as Supervising Fiscal Analyst (Range 11), Office of the Budget Director, effective April 1, 1976.

Esperanza R. Limcaco, increase in salary as University Guidance Counselor, effective February 1, 1976.

Benjamin M. Limson, reclassification of position from Clinical Preceptor (part-time) and Medical Consultant (part-time) to Clinical Associate Professor of Medicine (part-time), College of Medicine, without compensation, effective June 1, 1976 until May 31, 1977.

Rufino C. Lirag, Jr., increase in salary from Associate Professor II to Associate Professor IV of Chemical Engineering, College of Engineering, effective March 1, 1976.

Sixto Y. Maceda, increase in salary from Professor I (part-time) to Professor III of Obstetrics and Gynecology (part-time), College of Medicine, and Attending Obstetrician-Gynecologist (part-time), Philippine General Hospital, effective January 1, 1976.

Placido V. J. Macaraeg, promotion in rank from Assistant Professor (part-time) to Associate Professor of Pharmacology (part-time), College of Medicine, without compensation, effective March 1, 1976.

Marino M. Mena, increase in salary from Professor I to Professor II of Civil Engineering, College of Engineering, effective March 1, 1976.

Virginia R. Moreno as Director, Film Center, effective January 1, 1976 until June 30, 1976.

Meliton U. Ordillas, Jr., promotion in rank and salary from Associate Professor IV to Professor I of Metallurgy, College of Engineering, effective March 1, 1976.

Edgardo S. Pacheco, increase in salary from Professor IV to Professor VI of Engineering Sciences, College of Engineering, effective March 1, 1976.

Rogelio A. Panlasigui, increase in salary from Associate Professor II to Associate Professor IV of Chemical Engineering, College of Engineering, effective March 1, 1976.

Luis D. Pascual, promotion in rank and salary from Associate Professor IV to Professor II of Industrial Engineering, College of Engineering, effective March 1, 1976.

Amparo A. Quesada, increase in salary as Chief, Nursing Service Department (Range 11), Philippine General Hospital, effective March 1, 1976.

Felisberto G.L. Reyes, increase in salary from Professor IV to Professor VI of Civil Engineering, College of Engineering, effective March 1, 1976.

Salvador F. Reyes, increase in salary from Professor III to Professor V of Civil Engineering, College of Engineering, effective March 1, 1976.

Dionisia A. Rola as Director, Research Seminar-Workshop for Regional Units, U.P. College Iloilo, effective April 19, 1976 until May 21, 1976.

Gil F. Saguiguit, increase in salary from Professor III to Professor VI of Human Ecology, Institute of Human Ecology, University of the Philippines at Los Baños, effective April 1, 1976.

Luz C. Salonga, promotion in rank and salary from Associate Professor III to Professor I of Chemical Engineering, College of Engineering, effective March 1, 1976.

Alfonso L. Saniel, correction of the minutes of the 863rd meeting of the Board on 31 July 1975, regarding his salary rate as Senior Lecturer in the MBA Program, U.P. College Cebu, such that instead of "₱55.00 for each final examination given," the same should read *₱66.00 for each final examination given*, effective June 3, 1975 until May 31, 1976.

Amado San Mateo, promotion in rank and salary from Assistant Professor IV to Associate Professor I of Industrial Engineering, College of Engineering, effective March 1, 1976.

Asteya M. Santiago, increase in salary from Associate Professor III to Associate Professor V of Environmental Planning, Institute of Environmental Planning, effective March 1, 1976.

Bruce D. Sims, renewal of appointment with promotion in rank from Visiting Instructor to Visiting Assistant Professor of Forest Resources Management, College of Forestry, University of the Philippines at Los Baños, effective April 29, 1976 for a period of one (1) year.

Joventino D. Soriano as Officer-in-Charge, Graduate School, effective May 1, 1976 until October 31, 1976, and Acting Coordinator, U.P.-N.S.D.B. Integrated Research Program, effective May 1, 1976 until the appointment of a Vice-President for Academic Affairs.

Ernesto G. Tabujara, increase in salary from Professor II to Professor IV of Civil Engineering, College of Engineering, effective March 1, 1976.

Arturo L. Tolentino, reclassification of position with promotion in rank and salary from Assistant Professor I (part-time) to Professorial Lecturer of Industrial Engineering, College of Engineering, effective June 1, 1976 until May 31, 1977.

Filemon A. Uriarte, Jr., increase in salary from Associate Professor I (part-time) to Associate Professor III of Chemical Engineering (part-time), College of Engineering, effective March 1, 1976.

Victor T. Valbuena as Professorial Lecturer in Communication, Institute of Mass Communication, effective April 2, 1976 until May 31, 1976.

Iwao Watanabe as Visiting Associate Professor of Soil Science, College of Agriculture, University of the Philippines at Los Baños, effective March 1, 1976 until February 28, 1977.

Thomas H. Wickham, reappointment as Visiting Associate Professor of Agricultural Engineering, College of Agriculture, University of the Philippines at Los Baños, without compensation, effective October 27, 1975 until October 26, 1976.

Phoebe Dauz Williams, promotion in rank and salary from Assistant Professor III to Associate Professor I of Pediatric Nursing, College of Nursing, effective April 1, 1976.

Lee Peng Yee, reappointment as Visiting Professor of Mathematics, College of Arts and Sciences, effective April 1, 1976 until May 31, 1976.

TRANSFER TO PERMANENT STATUS

The Board approved the transfer of the following to permanent status:

Lourdes C. Abellera as Assistant Professor I of Psychology, U.P. College Baguio, effective June 1, 1976.

Carmen A. Abubakar as Assistant Professor I of Communication Arts, U.P. College Baguio, effective June 1, 1976.

Francisco Y. Arcellana, Jr. as Assistant Professor of Surgery (part-time), College of Medicine, and Attending Surgeon (part-time), Philippine General Hospital, effective June 1, 1976.

Fides C. Asensio as Assistant Professor III of Voice, College of Music, effective June 1, 1976.

Corazon V.C. Barba as Assistant Professor I of Human Nutrition and Foods, Institute of Human Ecology, University of the Philippines at Los Baños, effective March 15, 1976.

Adolfo A. de Guzman as Assistant Professor II of Mathematics, U.P. College Baguio, effective June 1, 1976.

Merle de la Cruz-Odi as Assistant Professor IV of Medicine, Anesthesiology Center Western Pacific, College of Medicine, effective March 1, 1976.

Lydia M. Egay as Assistant Professor IV of Medicine, Anesthesiology Center Western Pacific, College of Medicine, effective March 1, 1976.

Domingo G. Landicho as Assistant Professor III of Filipino and Philippine Literature, College of Arts and Sciences, effective June 1, 1976.

Febe Soledad N. Luntao as Assistant Professor I of Spanish, College of Arts and Sciences, effective March 1, 1976.

Vivencio A. Raymundo as Assistant Professor I of Filipino, U.P. College Baguio, effective June 1, 1976.

Rogelio R. Sikat as Assistant Professor I of Filipino, College of Arts and Sciences, effective April 30, 1976.

Nicanor G. Tiongson as Assistant Professor II of Filipino and Philippine Literature, College of Arts and Sciences, effective June 1, 1976.

SCHOLARSHIPS, FELLOWSHIPS, GRANTS AND GIFTS

The Board approved the increase in the monthly allowance of scholars under the *Prof. Victoria D. Reidenbach Scholarship* in the College of Arts and Sciences, from ₱200.00 to *₱250.00*, effective the first semester of the academic year 1976-1977.

* * *

The Board accepted the offer of the ASARCO Foundation to renew the following scholarships:

a. *ASARCO Scholarship* in the amount of ₱5,000.00 for an undergraduate student in mining geology, Department of Geology, College of Arts and Sciences, for the academic year 1976-1977. Conditions governing the award of this scholarship are the same as in previous years.

b. *Mission Exploration Research Grant* in the sum of ₱15,000.00, to be applied to two (2) fellowships for Masters candidates in the College of Arts and Sciences in the event that there are no qualified Ph.D. students. The object of this grant shall be to support research in the advancement of knowledge and graduate training in the field of geology.

* * *

The Board accepted a donation by the *Unity Foundation, Inc.* in the amount of ₱18,000.00 to be used as honoraria for the U.P. Natural Science Research Center researchers and/or their assistants.

* * *

The Board accepted the scholarship grants from the Hydro Resources Contractors Corporation, through the U.P. Engineering Research and Development Foundation, Inc., for the following scholarships in the College of Engineering;

a. *The Alfredo L. Juinio Full-Scholarship/Study Grant in Engineering* (donors: Messrs. Juan J. Carlos, Vicente G. Cruz, Emilio G. Martinez, and Antonio U. Miranda);

b. *The NIA Full Scholarship/Study Grant in Engineering* (donors: Messrs. Gil R. Carlos, Felipe F. Cruz, Eduardo R. Escobar and Antolin M. Oreta); and

c. *The Pantabangan Dam Full Scholarship Study Grant in Engineering* (donors: Messrs. Onofre B. Banzon, Alfonso V. Casimiro, Honrado R. Lopez and Pedro O. Valdez).

* * *

The Board approved the increase in the financial benefit given scholars under the *Adela Planas Paterno Scholarship* in the Institute of Social Work and Community Development from ₱250.00 to *₱400.00* per semester.

* * *

The Board accepted the offer of the *U.P. Statistics Alumni Association* of two scholarships per semester for undergraduate students in the Statistical Center effective the first semester, 1976-1977.

* * *

The Board approved the rules governing the *Guillermo Ponce Scholarship* Grant in the College of Forestry, University of the Philippines at Los Baños, the scholarship being established in accordance with the Memorandum of Understanding with Mr. and Mrs. Guillermo Ponce confirmed by the Board at its 841st meeting on 31 January 1974.

* * *

The Board accepted a grant from the *Bureau of Forest Development* providing for the support of undergraduate scholarships in the College of Forestry, University of the Philippines at Los Baños, beginning with the academic year 1976-1977. The scholarship consists of ₱5,000.00 per man-year and is extended to qualified high school graduates interested in the forestry career.

* * *

The Board accepted an NSDB grant in the amount of ₱142,000.00 for the first year extension of Project No. U.P.-N.S.D.B. 7502 Ed entitled *Evaluation of the Effects of the RSTC Programs on Student Performance.* The line-item budget for this grant covers the period 1 April 1975 to 31 March 1977.

* * *

The Board approved the revision of Rule II (b) of the rules governing the *U.P. Integrated Foreign Scholarships,* effective 1 March 1976, as follows:

Rule II (b) [Free board and lodging in any University Residence Hall and food center. In case the scholar decides to reside outside the campus for good cause, he shall receive the stipend equal to the highest rates for rooms in the University residence halls; and the monthly rate for board collected by the University Food Service. In case the scholar is not accommodated at the International Center, he shall receive the difference of the lodging fee] *Monthly Stipend of ₱500.00.*

(Words in brackets to be deleted; those in italics to be added.)

COLLECTION OF FEES

The Board authorized the Philippine General Hospital to charge the following fees for private cases handled by the Open Heart Team of the Hospital, making it clear that the phrase "private cases" means financially capable cases:

a. Use of the heart-lung machine exclusive of cost of supplies like bag oxygenators, tubings, sutures, etc ..... ₱500.00

b. Use of the pH PCO2 machine for single open-heart operation 300.00

c. Use of American Optical Oximeter 10.00/meter

It is understood that the above fees are in addition to the usual standard operating charges of the hospital.

CREATION OF THE OFFICE OF UNIVERSITY LEGAL SERVICES

The Board approved the amendment of its resolution adopted at its 870th meeting on 24 March 1976 on the University Legal Counsel, per Memorandum for the Board dated 21 April 1976 from the President of the University.

The amendment provides for the creation of the Office of University Legal Services, effective 1 May 1976, under the supervision of the Dean of the College of Law. The Office shall be headed by a University General Counsel who shall be assisted by such number of assistants as may be needed, all of whom shall be designated by the President of the University upon the recommendation of the College Dean.

RESOLUTION OF CONDOLENCE ON THE PASSING OF DR. EUSEBIO S. GARCIA

The Board approved a resolution expressing its sense of great loss on the passing recently of Dr. Eusebio S. Garcia, benefactor of the University and President and Chairman of the Board of Trustees of the Eusebio S. Garcia and U.P. Medicine '36 Foundation, Inc.

CREATION OF THE COMMITTEE ON REGIONAL MATTERS

The Board approved the creation of the Committee on Regional Matters (CRM) with a full-time staff to be drawn from the original Regional Desk, an *ad hoc* body, with a minimum tenure of one (1) year, effective 1 May 1976 until 30 April 1977. The CRM shall function as a staff to the University President.

ESTABLISHMENT OF THE U.P. INSTITUTE OF HEALTH SCIENCES

The Board approved the establishment of the U.P. Institute of Health Sciences (Tacloban).

The Institute would be a bold and innovative approach toward the rural educational health program by producing functional health workers at various levels of the curriculum. It will complement, rather than copy, the present program of the U.P. College of Medicine, since it will cover the whole spectrum of the health care delivery system. The College of Medicine will maintain its present role of producing the teachers, specialists and researchers. Manpower training in the Institute shall be directed toward rural practice, with the end in view of providing a program-model applicable to the Philippines and other developing countries.

DEANS' AUTHORITY TO ADMIT STUDENTS FROM THE GEOGRAPHIC REGION

The Board approved the following additional non-UPCAT categories for authority of deans of regional units to admit students from the geographic region of the particular unit, to further implement the intent in

the Board's resolution granting this authority (870th meeting, 24 March 1976):

(1) Valedictorians and salutatorians from public and private high schools and vocational schools equivalent to high schools accredited by the University; *Provided*, That said valedictorians and salutatorians come from schools with at least thirty graduates, this fact to be certified by the head of the institution concerned; *Provided, further*, that additional admissions shall be granted to other honor graduates coming from the same class in the order of their rank at the ratio of one for every additional fifty graduates or a major fraction thereof; *Provided, finally*, that these honor graduates belong to low-income families; and

(2) Graduates of U.P.-administered high schools within the region provided that they enroll in the same regional unit where they reside.

These additional categories are also subject to the conditions approved in the previous Board resolution.

Guidelines for implementation of this authority will be prepared by the Committee on Regional Matters.

AMENDMENT OF BOARD'S RESOLUTIONS CONCERNING HONORARIA FOR PROFESSORS EMERITI

The Board approved the amendment of its resolutions concerning honoraria for professors emeriti at its 868th and 869th meeting on 30 January 1976 and 26 February 1976, respectively, to the effect that the term "honoraria" therein should be changed to "transportation allowance."

The Board *noted* that auditing rules prohibit the payment of honoraria to retired government employees, and professors emeriti are thus covered.

CREATION OF DEPARTMENTS IN P.G.H.

The Board created three (3) departments in the Nursing Service Department of the Philippine General Hospital as follows:

a. Department of Clinical Nursing;

b. Department of Research and Related Studies; and

c. Department of Continuing Nursing Education.

With the increase in size of the faculty and the student body of the College, there is need to decentralize and define functions and responsibilities along these areas. This calls for the designation of department heads who will do the planning, execution and coordination of projects, among others.

This is a beginning step to better coordinate and maximize the efforts of the College to improve nursing care of patients with the Nursing Service Department of the Philippine General Hospital.

PRESIDENTIAL DECISIONS

The President approved the following appointments, reappointments, renewals of appointment, promotions, increases in salary, and other related matters:

Gemino H. Abad, extension of appointment as Assistant Dean for Student and Public Affairs, College of Arts and Sciences, effective June 1, 1976 until August 31, 1976.

Lupe F. Abarquez, renewal and transfer to non-substitute status as Instructor IV in Nursing, College of Nursing, effective June 1, 1976 until May 31, 1977.

Herminio A. Abcede, increase in salary from Assistant Professor I to Assistant Professor II of Electrical Engineering, College of Engineering, effective March 1, 1976.

Leopoldo V. Abis, promotion in rank for additional assignment from Associate Professor to National Power Corporation Professor of Power, College of Engineering, effective August 1, 1974 until December 31, 1978.

Luis M. Alarilla, Jr., renewal of appointment as Program Development Associate, Program Development Staff, Office of the President, effective March 1, 1976 until May 31, 1976.

Antonio C. Alvarez as Secretary, U.P. College Cebu, effective January 15, 1976 until April 30, 1976; extension of additional assignment as Secretary, U.P. College Cebu, effective May 1, 1976 until April 30, 1977.

Leticia A. Andrade as Secondary School Teacher, Leyte Research and Development High School Project, U.P. College Tacloban, effective June 1, 1975 until May 31, 1976.

Pacifico N. Aprieto as Special Lecturer in Scientific Writing for Mass Communication, Science Education Center, effective March 1, 1976 until April 15, 1976.

Jose C. Araneta, increase in salary from Assistant Professor II to Assistant Professor IV of Electrical Engineering, College of Engineering, effective March 1, 1976.

Remedios V. Baclig, reappointment as Lecturer in Fisheries Quality Control, College of Fisheries, effective April 1, 1976 until May 31, 1976.

Bartolome C. Baiño as Secondary School Teacher, Leyte Research and Development High School Project, U.P. College Tacloban, effective June 1, 1975 until May 31, 1976.

Elias D. Banquillo as Training Specialist I, Philippine Executive Academy, effective April 1, 1976 until December 31, 1976.

Lita V. Benitez as Researcher, Marine Sciences Center, effective February 16, 1976 until December 31, 1976.

Teresa F. Bernabe, promotion in rank for additional assignment from Assistant Professor to Sycip, Gorres, Velayo, and Company Associate Professor of Management Services, College of Business Administration, effective June 1, 1975 until February 28, 1976.

Rhodora C. Bernal, reclassification of position from Lecturer to Instructor I in Occupational Therapy (part-time), School of Allied Medical Professions, College of Medicine, effective March 16, 1976 until the return of Charlotte Floro from a leave of absence, but not later than May 31, 1976.

Armando F. Bonifacio, extension of appointment as Assistant Dean for Academic Affairs, College of Arts and Sciences, effective June 1, 1976 until August 31, 1976.

Avelino P. Bucaoto as Acting Coordinator, Natural Sciences Division, U.P. College Baguio, effective April 1, 1976 until March 31, 1977.

Lina A. Cabredo, reclassification of position from Instructor II to Lecturer, U.P. College Tacloban, effective June 1, 1976 until May 31, 1977.

Salvador L. Carlos, increase in salary from Instructor I to Instructor II in Philosophy, College of Arts and Sciences, effective March 1, 1976 until May 31, 1976.

Ma. Milagros B. Carreon, increase in salary from Instructor II to Instructor III in Pilipino, U.P. College Manila, effective April 1, 1976 until May 31, 1976.

Eliseo Clamor, renewal of additional assignment as Chairman, Department of Winds and Percussion, College of Music, effective July 1, 1976 until April 30, 1977.

Geronimo Collado as Program Development Associate, Program Development Staff, Office of the President, effective January 1, 1976 until December 31, 1976.

Nestor S. David, reappointment as Lecturer in Interior Design, College of Home Economics, effective June 1, 1976 until October 31, 1976.

Estanislao E. de Castro as Instructor (part-time), College of Medicine and as Resident Physician, Philippine General Hospital, effective January 1, 1976 until December 31, 1976.

Romeo R. dela Paz, promotion in rank for additional assignment from Assistant Professor to Commercial Bank and Trust Company Associate Professor of Business Administration, College of Business Administration, effective June 1, 1975 until February 28, 1976.

Gerardo V. de Leon, reappointment as Officer-in-Charge, College of Medicine, effective April 20, 1976 until the return of Florentino Herrera, Jr. from a special detail abroad, but not later than May 19, 1976.

Cesar T. de los Reyes as Instructor I in Biological Sciences, U.P. College Tacloban, effective April 1, 1976 until May 31, 1976; renewal of appointment as Instructor I in Biological Sciences, U.P. College Tacloban, effective June 1, 1976 until May 31, 1977.

Ricaredo D. Demetillo, promotion in rank for additional assignment from Associate Professor to U.P. Commingled Fund Professor of Humanities, College of Arts and Sciences, effective October 1, 1975 until June 30, 1977.

Esperanza J. de Ocampo, increase in salary as Research Associate, College of Medicine, effective December 1, 1975.

Pacifico de Ocampo, Jr., as Senior Lecturer in Ophthalmology, College of Medicine, effective June 1, 1976 until May 31, 1977.

Marlene M. Dohm, increase in salary from Assistant Professor I to Assistant Professor III of Nursing, College of Nursing, effective March 11, 1976.

Ruben M. Ducusin, increase in salary from Assistant Professor I to Assistant Professor III of Metallurgy, College of Engineering, effective March 1, 1976.

Dolores A. Endriga as Officer-in-Charge, Graduate Studies, Institute of Environmental Planning, effective March 8, 1976 until the return of Asteya M. Santiago from a special detail abroad but not later than April 22, 1976.

Rafael F. Erfe, reappointment as Lecturer in Civil Engineering, College of Engineering, effective June 1, 1976 until May 31, 1977.

Sergio Z. Esmilla, Jr., extension of appointment as Chairman, Department of Strings and Chamber Music, College of Music, effective July 1, 1976 until April 30, 1977.

Rosalinda R. Esmundo, promotion in rank and salary from Instructor III to Assistant Professor I of Biology and Earth Science, University High School, College of Education, effective February 23, 1976.

Lourdes M. Espinoza, renewal of appointment as Acting Secretary, U.P. College Manila, effective April 1, 1976 until the return of Isabel C. Kim from a local fellowship, but not later than May 31, 1977.

Augusto Caesar Espiritu, extension of appointment as Special Lecturer for the Don Andres Soriano Professorial Chair, College of Public Administration, effective December 1, 1975 until March 17, 1976.

Aurelio Estanislao, extension of appointment as Chairman, Department of Voice, College of Music, effective November 9, 1976 until April 30, 1977.

Myrna S. Feliciano, renewal of appointment as Program Development Associate, Program Development Staff, Office of the President, effective March 1, 1976 until March 31, 1976.

Felicisimo C. Felicilda as Secondary School Teacher, Leyte Research and Development High School, U.P. Tacloban, effective November 1, 1975 until May 31, 1976.

Methelyn V. Filler, reappointment as Instructor I in Clothing Technology (part-time), College of Home Economics, effective June 1, 1976 until May 31, 1977.

Leonardo D.L. Francisco, renewal and transfer to non-substitute status as Instructor I in Engineering Sciences, College of Engineering, effective June 1, 1976 to May 31, 1977.

Gerardo C. Garcia as Senior Lecturer in Business Administration, College of Business Administration, effective February 16, 1976 until May 31, 1976.

Ruben A. Garcia, renewal of appointment as DCCD Professor of Refrigeration, College of Engineering, effective April 1, 1976 until March 31, 1978.

Gerardo G. Gatus as Instructor I in Fisheries, College of Fisheries, effective April 1, 1976 until May 31, 1976; renewal of appointment as Instructor I in Fisheries, College of Fisheries, effective June 1, 1976 until May 31, 1977.

David A. Genotiva as Secondary School Teacher, Leyte Research and Development High School, U.P. College Tacloban, effective June 1, 1975 until May 31, 1976.

Edgardo D. Gomez as Member, University Research Council, effective March 1, 1976 until October 31, 1977.

Yolanda Granda as Program Development Assistant, Program Development Staff, Office of the President, effective November 1, 1975 until June 30, 1976.

Martin V. Gregorio, extension of appointment as Secretary, College of Arts and Sciences, effective April 1, 1976 until April 30, 1977.

Marylou R. Guillermo, increase in salary as Management Specialist I, College of Public Administration, effective January 1, 1976.

Carson M. Ho, renewal of appointment and transfer to non-substitute status as Instructor III in Industrial Engineering, College of Engineering, effective June 1, 1976 until May 31, 1977.

Alejandro B. Ibay, promotion in rank and salary from Management Specialist I to Management Specialist II, College of Public Administration, effective March 1, 1976.

Raul Rafael Ingles as Special Lecturer in Scientific Writing for Mass Communication, Science Education Center, effective March 1, 1976 until April 15, 1976.

Efren N. Jorda, increase in salary as Senior Research Assistant, College of Public Administration, effective January 1, 1976.

Regalado Jose, extension of appointment as Chairman, Department of Piano, College of Music, effective November 4, 1976 until April 30, 1977.

Anthony M. Juan, Jr., transfer from U.P. College Manila as Lecturer in English, College of Arts and Sciences, effective April 1, 1976 until May 31, 1976.

Pilar D. Kalaw, promotion in rank and salary from Management Specialist I to Management Specialist II, College of Public Administration, effective December 1, 1975.

Manuel G. Lacuesta as Consultant for Academic Programs, U.P. College Tacloban, effective April 16, 1976 until May 31, 1976.

Domingo G. Landicho as Writer-in-Residence for Summer, U.P. College Baguio, effective April 1, 1976 until May 31, 1976.

Jolly C. Larioza as Youth Development and Citizenship Training Coordinator, High School Department, U.P. College Baguio, effective February 1, 1976 until May 31, 1976.

Theresita R. Lariosa as Assistant Professor I of Community Health, Institute of Public Health, effective March 1, 1976 until May 31, 1976.

Reynaldo T. Lauron, reappointment as Special Music Teacher, University High School and University Elementary School, College of Education, effective November 14, 1975 until May 31, 1976.

Thomas G. Liang, increase in salary from Assistant Professor II to Assistant Professor IV of Electrical Engineering, College of Engineering, effective March 1, 1976 until May 31, 1976.

Carolina Litiatco as Program Development Assistant, Program Development Staff, Office of the President, effective November 1, 1975 until June 30, 1976.

Roman L. Lucas, transfer from Agrarian Reform Institute, U.P. at Los Baños as Training Specialist I, Office of Administrative Personnel Services, effective April 1, 1976.

Kit Machado, reappointment as Visiting Fellow, College of Public Administration, effective April 15, 1976 until August 30, 1976.

Nellie V. Mangubat, reclassification of position with promotion in rank and salary from Programmer I to Programmer II, Population Institute, effective April 1, 1976 until June 30, 1976.

Priscilla M. Matias, renewal of appointment as Dr. Jose Ma. Feliciano Professor of Geology, College of Arts and Sciences, effective January 1, 1976 until December 31, 1976.

Felipe M. Medalla as Lecturer in Economics, School of Economics, effective April 1, 1976 until May 31, 1976.

Elena F. Mencias, reappointment as Lecturer in Botany, College of Arts and Sciences, effective April 2, 1976 until May 31, 1976.

Rolando S. Mendoza as Instructor I in Chemistry, College of Arts and Sciences, effective April 1, 1976 until May 31, 1976.

Wulfildo J. Nantes as Research Fellow, Philippine General Hospital, effective February 1, 1976 until June 30, 1976.

Eleanor F. Olsen, increase in salary as Guidance Counselor II, Division of Counseling and Guidance, Office of the Vice-President for Academic Affairs, effective March 1, 1976 until June 30, 1976.

Jovita H. Orara, renewal of additional assignment as Senior Lecturer in Filipino, College of Arts and Sciences, effective June 1, 1976 until May 31, 1977.

Caesar E. Ordoñez as Instructor I in Physics, College of Arts and Sciences, effective April 1, 1976 until the return of Conchita Ragasa from a leave of absence, but not later than May 31, 1976.

Elsa A. Orlina, renewal and transfer to non-substitute status as Instructor I in Social Orientation, College of Home Economics, effective June 1, 1976 until May 31, 1977.

Mariano R. Padilla as Senior Lecturer in Business Law, U.P. College Cebu, effective April 1, 1976 until May 31, 1976.

Reynaldo T. Paguio, extension of appointment as Secretary, College of Music, effective July 1, 1976 until April 30, 1977.

Rodolfo C. Palma, reappointment as Contributing Editor —Obligations and Contracts, Philippine Jurisprudence Project, College of Law, effective April 1, 1976 until June 30, 1976.

Eleanor M. Paray, increase in salary as Research Associate, Local Government Center, College of Public Administration, effective January 1, 1976.

Angel P. Pineda, transfer from U.P. at Los Baños with reclassification of position from Training Associate to Instructor II in Development Communication, Comprehensive Community Health Program, effective March 16, 1976 unttil May 31, 1976.

Evangel P. Quiwa, increase in salary from Assistant Professor II to Assistant Professor IV of Engineering Sciences, College of Engineering, effective March 1, 1976.

Juan P. Ramos, extension of appointment as Chairman, Department of Music Education, College of Music, effective July 1, 1976 until April 30, 1977.

Bernadette G. Recidoro, renewal of appointment as Program Development Assistant, Program Development Staff, Office of the President, effective February 1, 1976 until June 30, 1976.

Natividad Ma. P. Reyes, reclassification of position with increase in salary from Research Associate to Training Associate, Institute of Environmental Planning, effective March 1, 1976.

Nestor N. Reyes as Research Fellow, Philippine General Hospital, effective February 1, 1976 until June 30, 1976.

Rafael A. Rodriguez, promotion for additional assignment from Assistant Professor to Commercial Bank and Trust Company Associate Professor of Business Administration, College of Business Administration, effective June 1, 1975 until February 28, 1976.

Dionisia A. Rola as Consultant, Leyte Research and Development High School Project, U.P. College Tacloban, effective June 1, 1976 until May 31, 1977.

Miriam D. Santiago as Senior Lecturer in Law, College of Law, effective June 1, 1976 until May 31, 1977.

Ma. Andrea Santos, increase in salary from Instructor I to Instructor IV in Biochemistry, College of Medicine, effectitve October 16, 1975 until May 31, 1976.

Ramon P. Santos, extension of appointment as Chairman, Department of Composition and Conducting, College of Music, effective July 1, 1976 until April 30, 1977.

Jose Tabbada as Program Development Associate, Program Development Staff, Office of the President, effective March 1, 1976 until June 30, 1976.

Ernesto G. Tabujara, promotion in rank for additional assignment from Associate Professor to U.P. Alumni Engineers Professor of Construction, College of Engineering, effective August 1, 1974 until December 31, 1978.

Xenia V. Tiglao, reappointment as Instructor II in Physiology, College of Medicine, effective March 1, 1976 until May 31, 1976.

Mario S. Tongson, renewal of additional assignment as Chairman, Department of Veterinary Parasitology and Protozoology, College of Veterinary Medicine, effective July 1, 1976 until April 30, 1979.

Alberto B. Troncoso, increase in salary from Instructor I to Instructor III in Mechanical Engineering, College of Engineering, effective March 1, 1976 until May 31, 1976.

Juan B. Uy, promotion in rank for additional assignment from Associate Professor to Dean Jose E. Velmonte Professor of Business Administration, College of Business Administration, effective June 1, 1975 until June 30, 1976.

Nancy Uy, renewal of appointment and transfer to non-substitute status as Instructor I in Business Administration, College of Business Administration, effective June 1, 1976 until May 31, 1977.

Mario Valenton as Senior Lecturer in Ophthalmology, College of Medicine, effective June 1, 1976 until May 31, 1977.

Amelia P. Varela, promotion in rank and salary from Management Specialist II to Management Specialist III, College of Public Administration, effective March 31, 1976.

Danilo Velasquez, renewal and transfer to full-time status as Instructor I in Social Science, U.P. College Manila, effective June 1, 1976 until May 31, 1977.

Juan G. Veracion, increase in salary from Instructor V to Instructor VI in Photo Interpretation, College of Engineering, effective March 1, 1976.

Josefino Villanueva as Project Leader in a research project titled "Philippine Seas Data Acquisition," Natural Science Research Center, effective February 1, 1976 until July 31, 1976.

Rizalino C. Viñeza, increase in salary as Research Associate, College of Public Administration, effective January 1, 1976 until June 30, 1976.

Francisco L. Viray, increase in salary from Assistant Professor I to Assistant Professor III of Electrical Engineering, College of Engineering, effective March 1, 1976.

Perla A. Visorro, renewal of appointment and transfer to non-substitute status as Instructor I in Humanities, U.P. College Baguio, effective June 1, 1976 until May 31, 1977.

Joseph Wang, as Lecturer in Mathematics, College of Arts and Sciences, effective April 1, 1976 until May 31, 1976.

Mariebelle M. Wico, increase in salary as Guidance Counselor I, Division of Counseling and Guidance, Office of the Vice-President for Academic Affairs, effective March 1, 1976.

Ricardo M. Zarco, reappointment as Officer-in-Charge, Department of Sociology, College of Arts and Sciences, effective April 1, 1976 until the return of Ofelia R. Angangco from a leave of absence, but not later than May 27, 1976.

SEPARATIONS FROM THE SERVICE

Resignations

Ma. Soledad Achanzar as Instructor I, School of Allied Medical Professions, College of Medicine, effective April 1, 1976.

Raul S. Agustin as Emergency Security Guard, Security Division, effective April 14, 1976.

Carmen C. Caro as Senior Clerk, Institute of Small-Scale Industries, effective April 1, 1976.

Ruth Cortez as Senior Clerk, Institute of Small-Scale Industries, effective April 15, 1976.

Eugenia Dayao as Bindery Helper, University Library, effective April 12, 1976.

Arsenio I. Jimenez as Assistant Professor of Public Health, Institute of Public Health, effective April 1, 1976.

Benito L. Katimbang as Mechanic, Campus Landscaping Office, effective April 8, 1976.

Norberto Navarrete, Jr., as Instructor I, Department of Mathematics, College of Arts and Sciences, effective April 1, 1976.

Reynaldo B. Vea as Research Aide (part-time), Office of the Secretary of the University, effective April 1, 1976.

Retirements

Roberto S. Naringahon as Quartermaster, College of Fisheries, effective April 16, 1976.

Jose Salona as Locker Attendant, Institute of Sports, Physical Education and Recreation, effective April 1, 1976 (deceased).

CONTRACTS AND AGREEMENTS

The Board *confirmed* the following contracts and agreements at its 871st meeting on 29 April 1976:

1. Memorandum of Agreement with the National Electrification Administration (NEA)

A memorandum of agreement was entered into between the National Electrification Administration and the U.P. (for U.P. College Baguio), whereby the former engages the services of the University to conduct a survey and evaluation study of the economic and social impact of rural electrification within the La Union Electric Cooperative service area.

2. Memorandum of Agreement with the Pamantasan ng Lungsod ng Maynila

A memorandum of agreement was entered into between the U.P. (for the U.P. Film Center) and the Pamantasan ng Lungsod ng Maynila, whereby, subject to the requirements of the University, both ongoing and projected, the parties agree to permit and share the services of their personnel whose expertise may be needed to teach, handle consultancy or render similar services under specified conditions, as well as the use of laboratories and facilities for instruction and demonstration.

Under the agreement which is for three years, the Pamantasan allows the use of its film and television equipment for purposes of instruction and demonstration in the U.P. Film Center, subject to certain provisos, among which are: (1) the U.P. to properly acknowledge the material support of the Pamantasan in all programs of the Film Center where the Pamantasan equipment will be used, (2) the U.P. to allow selected faculty members and employees of the Pamantasan to enroll in the film program of the University on full scholarship upon recommendation of the President under such terms and conditions as may be agreed upon, and (3) the U.P. to allow the Pamantasan the use of the same equipment for its own instructional purposes.

3. Contracts Entered Into Between UPLB and Outside Agencies

The Board *confirmed* the following memoranda of agreement between the U.P. at Los Baños and outside agencies and approved by the President:

a. *Memorandum of Agreement with the Educational Development Projects Implementing Task Force (EDPITAF)*

The agreement provides for a training program for vocational agriculture teachers and project teachers who shall directly administer and implement the EDPITAF's Supervised Farming Program. The training program shall be conducted by UPLB and financed by EDPITAF.

b. *Memorandum of Agreement with the Department of Agriculture (DA) and the Philippine Council for Agriculture and Resources Research (PCARR)*:

The agreement pertains to the establishment of the International Documentation Center on Abaca. The agreement provides among others, that DA and PCARR shall make available the initial amount for its first year of operation, while UPLB shall acquire, process and house at its library the documents purchased and acquired.

RULES AND REGULATIONS

RULES AND REGULATIONS FOR RESIDENCE HALLS

(Approved by the Board of Regents at its 871st meeting, 29 April 1976)

POLICY STATEMENT

I. Residence halls are more than mere provisions for board and lodging of students; they are institutions central to the residential concept of education, which is one of the core programs of the University. Residence halls thus fulfill more than the functions of providing food and shelter to the students; they must also provide experience in general education through social interaction and group living.

II. The residents of each residence hall are expected to develop accepted social values of community living. The residence hall program must also advance their social development by emphasizing their rights and responsibilities as members of society.

III. Apart from the social development of the residents, the residence hall program must contribute to the intellectual development of the students by developing educational opportunities designed to complement the academic curriculum, and in the process foster an atmosphere conducive to serious study, tolerance of opinions, and open debate and inquiry.

IV. Policies on Accommodation in Residence Halls.

1. Residence hall accommodations are exclusively for bonafide students of the University.
2. Residence halls are classified according to the following categories:
   a. Kalayaan Residence Hall — co-educational, freshman students on a single fee operation (board and lodging);
   b. Ilang-Ilang Residence Hall — female students — sophomore to senior and graduating students on a single fee operation;
   c. Kamia Residence Hall — female students — sophomores, juniors, seniors and graduating students;
   d. Sampaguita Residence Hall — female students — senior and graduating students;
   e. Sanggumay Residence Hall — female graduate students who desire to cook. Foreign female graduate students may be accommodated;
   f. Ipil Extension — female graduate students;
   g. Ipil Residence Hall — male graduate students;
   h. Molave Residence Hall — male students — sophomore to senior and graduating students, on single fee operation (board and lodging);
   i. Narra Residence Hall — male students — sophomore to senior and female graduate students;
   j. Yakal Residence Hall — male students — sophomore to senior students.
3. Female graduate students will be accommodated only at Sanggumay, Narra and Ipil Extension.
4. Foreign students who are on their upper years will be accommodated at the International Center.
5. Residence Halls may accept foreign students only if they cannot be accommodated by the International Center, but subject to the Rules and Regulations of Residence Halls for accommodation.

Section I. GENERAL PROVISIONS

A. Pursuant to the provisions of Articles 425 and 426 of the Revised U.P. Code, these rules and regulations are hereby established for the information and guidance of all concerned.

B. These rules shall bind the applicant upon approval of his application and admission to the residence hall by the Residence Head or his duly authorized representative.

C. Memoranda, circulars and/or orders emanating from the respective residence heads or other duly constituted University authorities, are part of these rules and regulations if such do not contradict any of these rules and regulations.

D. The Residence Hall Agreement is on a semestral/trimestral or summer basis.

Section II. ACCOMMODATIONS

A. Following are the categories of applicants to be given accommodations:

1. A student of the University of the Philippines System who is duly enrolled in a degree program in at least 9 units for the undergraduate courses, or 6 units in the graduate courses and who has never been dismissed from or has no unpaid legitimate obligations in any residence hall. Admission of students shall be subject to the list of priorities.
2. Parents and guardians of residents on a transient basis for residence halls with guestrooms.
3. Delegates or representatives of seminars, conferences, meetings or activities of like nature sponsored by and/or held in the University of the Philippines System.

B. Except for the first category, an applicant shall be admitted as transient upon approval of the residence head or duly constituted authorities for not more than seven days and is subject to these rules and regulations. A transient fee, in accordance with an established schedule of fees, shall be charged.

C. Until more accommodations are available, tenure of residency shall be:

1. Undergraduate student residents may be allowed to stay in the residence hall/s not exceeding four years;
2. A graduate student resident may be allowed to stay in residence hall/s for a maximum of 2 years.

D. Upon admission, the resident shall be furnished with a study table, chair, bed with mattress and locker. Furnishings provided by the residence hall may not be replaced with the personal property of the residents. A prescribed deposit shall be made for each key if any is furnished and is refundable upon its return, on the day of checking out. Upon failure to return the key on date aforementioned, the deposit is deemed forfeited.

E. No applicant shall be accepted without clearance from previous residence hall/s, of which he was previously resident prior to his current application.

Section III. RENTAL AGREEMENT

A. Upon admission, the resident shall pay one (1) month's rent as deposit. This shall be held as breakage fee and is refundable when the resident vacates the premises. It may also be applied to the resident's rent for the last month of his occupancy.

B. The resident shall pay his room rent on or before the 15th of each month during which the Residence Hall Agreement is in force. Failure to pay rentals for at least two (2) successive months shall be a ground for ejectment. (See Sec. XX).

C. In case a student moves out without written permission of the residence head, he shall be liable for the payment of his room for the remainder of the period expressed in the Agreement.

D. The rental period constitutes that time designated by the University as semester/trimester or summer and shall cover the first day of registration and the last day of examination.

E. Refunds of reservation deposit as a result of cancellation of reservation and other causes shall be based on the following schedule:

1. Before the regular registration period 75%
2. During the regular registration period 50%
3. During the first week of classes 25%

NO REFUND SHALL BE GIVEN AFTER THE FIRST WEEK OF CLASSES.

F. When a resident has signed the Residence Hall Agreement, he is on resident status for the entire period. Termination of the agreement is allowed if the resident applies for it or he can prove any of the following just causes:

1. Official leave of absence from the college;
2. Honorable dismissal from the University; and
3. Other just causes as may be considered meritorious by the residence head in the exercise of his sound discretion.

Other than the above-mentioned just causes the resident shall be charged A DEPARTING FEE OF 50% FOR THE REMAINING PERIOD OF THE AGREEMENT.

G. The following is a schedule of monthly rents and daily transient fees in the different residence halls including International Center:

	Rent	*Transient* *	*Transient* **
1. Ilang-Ilang Residence Hall	₱ 45.00	₱ 5.00	₱8.00
2. Ipil Residence Hall	62.00	5.00	8.00
a. aircon guest room (per person)		25.00	
b. non-aircon guest room (per person)		20.00	
3. Ipil Extension			
a. 2 to a room	70.00		
4. Kalayaan Residence Hall			
a. 2 to a room	70.00		
5. Kamia Residence Hall			
a. 4 to a room	45.00	5.00	8.00
b. 2 to a room	65.00		
c. 3 to a room	56.00		
d. 4 to a room	51.00		
e. 1 to a room	120.00		
6. Molave Residence Hall			
a. 4 to a room	45.00	5.00	8.00
b. 3 to a room	50.00		
c. 4 to a room (central portion)	50.00		
7. Narra Residence Hall			
a. 1 to a room	60.00		
b. 2 to a room	50.00		
c. 4 to a room	43.00	5.00	8.00
d. 4 to a room (basement)	37.00		
e. 2 to a room	55.00		
f. 3 to a room	40.00		
8. Sampaguita Residence Hall			
a. 4 to a room	45.00	5.00	8.00
9. Sanggumay Residence Hall			
a. 2 to a room	73.00	5.00	8.00
10. Yakal Residence Hall			
a. 4 to a room	50.00		
b. 4 to a room	45.00	5.00	8.00
11. International Center			
a. upper floor	147.00	20.00	(reg. room)
b. lower floor	120.00		
c. guest room (with linens)		30.00	
(without linens)		25.00	

Section V. NORMS OF CONDUCT & RESPONSIBILITY OF RESIDENTS

A. The resident should respect the peace and privacy of his co-residents and observe proper decorum.

B. The resident should cooperate with the residence hall management in maintaining the cleanliness and orderliness of the hall.

C. The resident should use toilets and bathrooms properly.

D. The resident shall be held liable for any damage done to the facilities issued to him, and the furnishings of the hall.

E. The possession of firearms, deadly weapons, gambling devices and pornographic materials is *strictly prohibited* in the residence hall.

F. The resident should cooperate with the residence hall management in the adoption of measures to prevent fire, accidents and theft. The hall does not assume responsibility for any loss of personal items.

G. Immoral conduct, gambling, drinking intoxicating liquor, drunken behavior, possession or taking of prohibited drug is prohibited.

H. Any resident using an electric fan, radio or tape recorder which may need electric power, should first secure a permit from the Residence Head. *An additional fee of ₱10.00 per month for each* shall be charged therefor. Airconditioners, refrigerators, freezers and other similar appliances are prohibited.

1. Radios, TV, phonos or musical instruments must be tuned at such a volume so as not to disturb or inconvenience the other residents.

J. Study and visiting hours shall be observed at all times.

K. The resident should not cook nor heat food unless the residence hall is provided with cooking facilities.

L. The resident should not transfer from one room to another without prior permission from the residence head.

M. Laundering is prohibited except for under garments, which can be laundered only in the bathroom or utility room.

N. Keeping pets in the Residence Hall is prohibited.

Section VII. LAUNDRY, MEDICAL ATTENTION & PEDDLING

A. Laundry

1. The residents shall transact business with laundrymen, laundry women and/or bootblacks at the place and time designated for such purposes by the Residence Head.
2. Laundrymen, laundry women and/or bootblacks are not allowed to enter the designated place in the hall unless authorized.

B. Medical Attention

The resident shall inform the residence head or his assistant whenever he is sick. The latter shall refer the matter to the University Health Service for appropriate action.

C. Peddling

1. Peddlers shall not be allowed to peddle their wares in the residence hall.
2. Violation of this rule shall be brought to the attention of the University Security Division for appropriate action.

Section VIII. CHECKING OUT

A. Residents checking out shall be classified into the following categories:

1. *Permanent check out* — residents who have no intention to return to the hall for residence and those whose connection with the University is terminated for any reason; residents concerned shall return all residence hall property issued to them to the hall custodian, and settle all their legitimate obligations with the Residence hall authorities.
2. *Leave* — residents who go on semestral/trimestral, summer, Christmas or academic leave with the intention to return. They shall observe the same procedure in checking out as that for permanent check out category.
3. *Pass* — residents who go out for a weekend, overnight, or other purposes not included above. The residence head or his authorized representative shall issue a permit to the resident applying for it.

B. Clearance shall be issued only when the resident has cleared up his legitimate obligations in the residence hall.

Section IX. MISCELLANEOUS

A. The following shall be grounds for disciplinary action and/or cancellation of residence hall privileges:

1. Failure to pay monthly rentals for at least two (2) months;
2. Destruction of any part of the hall or property thereof;
3. Lack of due respect and consideration for the hall staff and his co-residents;
4. Possession of firearms and other deadly weapons, gambling, drinking intoxicating liquor, drunken behavior, possession or taking of prohibited drugs;
5. Display of pornographic materials; and
6. Violation of these rules or any pertinent regulation of the University.

Cancellation of residence hall privileges shall be commenced by a written report by the residence hall head to the Director, Student Auxiliary Services specifying the act or acts constituting grounds for the cancellation. The Director shall notify in writing the student against whom a complaint has been filed, giving the latter five (5) days from receipt of notice within which to submit a written explanation. The Director may require the giving of testimony as may be necessary for a fair decision. The Director shall cancel the privilege when the circumstances so warrant. His decision shall be appealable to the President of the University.

Disciplinary action shall be taken in accordance with Executive Order No. 15, Series of 1969.

B. The Administration reserves the right when necessary to:

1. Change room assignment of a student; and
2. Inspect residents' rooms during the ordinary cleaning hours for the purpose of checking safety provisions.

C. Each resident shall pay a semestral association fee to the Residence Hall Association and other fees determined and established by the House Council.

D. No storage fee shall be charged for semestral and Christmas vacation. However, storage fee shall be charged during summer vacation.

HISTORICAL PAPERS AND DOCUMENTS

THE ART OF THE FILM IS 'AN ART IN ITSELF'

BY MADAME IMELDA ROMUALDEZ MARCOS

(Full text of the First Lady's speech during the cornerstone-laying ceremonies for the U.P. Film Center—Fine Arts Complex on 24 April 1976)

Every age has its own characteristic passion. In ours, it is technology. All have to come to terms with it—from the street hawker who plies gadgets to the philosopher who uses computers. But most of all, the artist, who, if modern at all, must recognize the relevant or esthetic experience of the machine, and by calculation, invention, and mathematical organization, creates new forms of creative expression.

The artist, though his spirit may reach out for eternity, is of this world. And of this world therefore is the sculpture of glass and metal plates, as in Grabo and Brancusi; the electronic music of Berio and the 'mechanized' horses of Duchamp-Villon. What of the writer? Valery to begin with, formulated what might be called a mathematical aesthetics, and many years removed, Vonnegut 'atomized' the novel. The popularity, on the other hand, of science fiction attests to the viability and flexibility of literary art.

But above all this is the writer's involvement in that revolutionary medium: THE FILM. Some critics say that the art of the film is an art in itself, not just a new vehicle for the short story, play, or novel. However, it is also true that it is the creative writer and his works who have elevated cinematic art from cheap entertainment to a serious exploration of the human condition and human consciousness. Whatever may be said of a friend Andy Warhol, for example, it remains true that he has compelled us to give the film a second look. But from the inception of the cinema, there have been many attempts to canonize film as art, as we see in such works as *The Potemkin* and *A Nation Is Born.*

It is particularly gratifying, therefore, that the University of the Philippines has decided to establish the film center and fine arts complex, in recognition, perhaps, that as the eighth art, film embraces all the arts. Film, in this sense, may yet fulfill Wagner's dream of a total theater, for he was limited to the stage opera. But such a protean art as film needs the greatest discipline, and it is just as well that our own poet, Virginia R. Moreno, is the center's first director. This will encourage our writers to take the art of the film seriously as an outlet for their talents and gifts.

In the end, what will film art, or any art, for that matter, serve? It will be the integrating principle of our diverse consciousness, the organizing force of our experience not only as individuals but also as a people. To say this is not to postulate that art is or must be utilitarian. Art, if it is art at all, exalts man, serves man, and makes him thoroughly human. It makes us glad to be alive.

I am extremely happy to note too that the center for Fine Arts is finally going to be built under the leadership of Dean Joya. This is a must in the University of the Philippines, our country's state university.

Let us then hope for the flowering of all the arts, and ultimately the wedding of art and society, for the artist in his solitary pursuit yet proclaims his solidarity with mankind.

Thank you.

UNIVERSITY OF THE PHILIPPINES SYSTEM

ACADEMIC CALENDAR, 1976 - 1977

(Applies to all units except U.P. Extension Division Clark Air Base and the Master of Business Administration Program)

FIRST SEMESTER

Last Day for Transfer Students to File Application for Admission	Fri., April 30
Medical Examination	Thurs., May 13–Thurs., May 27
Validating Tests for Advanced Credits	Mon., May 17–Mon., June 14
Removal Examination Period	Thurs., May 13–Fri., May 28
Advanced Registration for Freshmen and Senior Students	Fri., May 28 & Mon., May 31
General Registration	Tues., June 1–Fri., June 4
Opening Exercises	Mon., June 7 (8:30 a.m.)
Classes Begin	Mon., June 7
Last Day for Late Registration	Tues., June 15
Last Day for Graduating Students to File Application for Graduation	Fri., June 25
Mid-Semester	Mon., Aug. 2
Last Day for Dropping of Subjects	Mon., Aug. 30
U.P. College Admissions Test (at Diliman) For Second Semester Freshman Admission	Sat., Aug. 7
University Council Meeting to Approve Graduation of Summer Graduates	Sat., July 24
Removal Examinations for First Semester Graduating Students	Mon., Aug. 23–Thurs., Aug. 26
Last Day for First Semester Graduating Students to Clear their Deficiencies	Fri., Aug. 27
Classes End	Mon., Sept. 27
Integration Period	Tues., Sept. 28 & Wed., Sept. 29
Final Examinations	Thurs., Sept. 30–Thurs., Oct. 7
Last Day for Submitting Grades	Fri., Oct. 15

SECOND SEMESTER

Last Day for Transfer Students to File Application for Admission	Fri., Sept. 24
Last Day for Filing Applications for UPCAT and UPGST for First Semester Freshmen	Sat., Oct. 2
Medical Examination	Mon., Oct. 11–Mon., Oct. 25
Removal Examination Period	Tues., Oct. 12–Mon., Oct. 25
Validating Tests for Advanced Credits	Mon., Oct. 18–Tues., Nov. 9
Advanced Registration for Freshmen and Senior Students	Fri., Oct. 22 & Mon., Oct. 25
General Registration	Tues., Oct. 26–Fri., Oct. 29
Classes Begin	Tues., Nov. 2
Last Day for Late Registration	Wed., Nov. 10
Last Day for Graduating Students to File Application for Graduation	Fri., Nov. 19
U.P. College Admissions Test/U.P.-Government Scholarship Test:	
1) Diliman	Sat., Dec. 4 and Sun., Dec. 5
2) Regional Test Centers	Sat., Dec. 4
Mid-Semester	Mon., Feb. 7
Last Day for Dropping of Subjects	Fri., Jan. 7
Christmas Vacation	Wed., Dec. 22–Sun., Jan. 2
Classes Resume	Mon., Jan. 3
Removal Examinations for Second Semester Graduating Students	Fri., Jan. 14–Thurs., Jan. 20
Last Day for Graduating Second Semester Students to Clear their Deficiencies	Fri., Jan. 21
University Council Meeting to Approve Graduation of First Semester Graduates	Sat., Jan. 29
Classes End	Mon., March 7
Integration Period	Tues., March 8 & Wed., March 9
Final Examinations:	
Graduating Students	Tues., March 8–Sat., March 12
All Other Students	Thurs., March 10–Thurs., March 17
Last Day for Submitting Grades:	
Graduating Students	Wed., March 16
All Other Students	Fri., March 25

Faculties Meet to Approve Graduation	Mon., March 21
Last Day for Colleges to Submit Approved List of Candidates for Graduation	Tues., March 22
University Council Meeting to Approve Graduation of Second Semester Graduates	Mon., March 28
Board of Regents Meeting to Confirm Graduation	Tues., March 29
General Commencement Exercises	Sun., April 3

SUMMER SESSION, 1977

Registration	Thurs., April 7 & Fri., April 8
Classes Begin	Mon., April 11
Last Day for Late Registration	Wed., April 13
Holy Week Recess	Thurs., April 28–Mon., May 2
Classes Resume	Tues., May 3
End of the First Half of the Summer Session	Tues., May 3
Last Day for Dropping of Subjects	Thurs., May 12
Classes End	Sat., May 21
Final Examinations	Mon., May 23 & Tues., May 24
Last Day for Submitting Grades	Mon., May 30

OFFICIAL HOLIDAYS:

1976—June 12; July 4; November 30; December 25 and 30

1977—January 1; April 9; April 28 (Maundy Thursday); April 29 (Good Friday); and May 1.

SUMMARY OF NUMBER OF CLASS DAYS FOR ACADEMIC YEAR 1976-1977

	First Semester								*Second Semester*						
	M	*W*	*F*	*TOTAL*	*T*	*TH*	*TOTAL*		*M*	*W*	*F*	*TOTAL*	*T*	*TH*	*TOTAL*
June	4	4	3	11	4	3	7	November	4	4	4	12	4	4	8
July	3	4	5	12	4	5	9	December	3	3	3	9	3	3	6
August	5	4	4	13	5	4	9	January	4	4	4	12	4	4	8
September	4	4	4	12	3	4	7	February	4	4	4	12	4	4	8
	—	—	—	—	—	—	—	March	1	1	1	3	1	1	2
Total	16	16	16	48	16	16	32		—	—	—	—	—	—	—
								Total	16	16	16	48	16	16	32

There will be 32 class days in the Summer 1977 session.

UNIV. of the Philippines
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UP Gazette

PLS. RETURN TO OSU RECORDS

the university of the philippines gazette

PLS. RETURN TO OGS

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UNIVERSITY OF THE PHILIPPINES

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ADMINISTRATIVE ISSUANCES

ADMINISTRATIVE ORDERS

Administrative Order No. 12: Designation as Officer-in-Charge of U.P. College Manila

Prof. Ma. Salome S. Alegre is designated Officer-in-Charge of the U.P. College Manila without additional compensation, effective 21 May 1976 until the return of Dr. Bonifacio S. Salamanca, but not later than 30 July 1976.

14 May 1976

Administrative Order No. 13: Inclusion in the Scholarship Committee

Upon the recommendation of the Chairman of the Scholarship Committee, Director Romeo L. Manlapaz, Computer Center, and Director Galicano J. Mateo, Budget Office, are designated members of the said committee effective immediately.

The Chairman will inform them about the schedule of committee meetings.

17 May 1976

Administrative Order No. 14: Designation as Officer-in-Charge of the University

Dr. Emanuel V. Soriano is designated Officer-in-Charge of the University, effective 28 May 1976 until the President's return from an official trip abroad.

26 May 1976

Administrative Order No. 15: Designation as Officer-in-Charge of the University

Dr. Ramon C. Portugal is designated Officer-in-Charge of the University, effective upon the departure of Dr. Emanuel V. Soriano on 28 May 1976 until his return from an official trip abroad.

26 May 1976

MEMORANDUM CIRCULARS

Memorandum Circular No. 13: Pilot Run of Document Tracking System

To facilitate the tracking of documents, the UPS-MIS Project Team in cooperation with the Office of the Secretary of the University and the Office of General Services has come up with innovations on the present messengerial functions and duties at the University. The innovations scheduled to be tested beginning *24 May 1976* have the following features:

a) Setting up of a Document Tracking Center,

b) Scheduled dispatching of University Messengers, and

c) Adoption of a modified Routing Slip.

For the successful implementation of the test run, familiarization with the following attachments is necessary:

ATTACHMENT A: Procedure for Accomplishing the Routing Slip
ATTACHMENT B: Tracking Procedure
ATTACHMENT C: Route and Schedule of Messengers

All units and offices are enjoined to take part in implementing the Document Tracking System.

The test run will last for one month.

17 May 1976

FOR THE PRESIDENT:
(Sgd.) OSCAR M. ALFONSO
Secretary of the University

ATTACHMENT A
PROCEDURE FOR ACCOMPLISHING THE ROUTING SLIP

The Routing Slip serves as the basic form in the identification of a document. It is designed such that in each unit where a document is processed, a stub is detached according to the sequence of operation performed on a document (please refer to Exhibit 1).

The routing slip is composed of the following elements:

a) *Document Title*
The Document Title carries the name of a document being generated or transmitted. It should clearly describe the document (e.g. appointment paper of Mr. Juan de la Cruz or Requisition for Ten [10] typewriters—Industrial Engineering Department).

b) *Date*—the date when a document is generated.

c) *Target Completion Date*
The space reserved for this element is filled out only when a document is referred to a unit/office for action within a given time. For documents to be processed or transmitted on a rush basis, the word "rush" is to be written on the space.

d) *Document Code*
Documents being tracked are assigned unique identifiers known as document codes. A document code is a combination of 7 to 9 alphabetic and numeric characters where:

1) The first 2 to 4 characters are alphabetic codes identifying the unit from which a document originates. Please refer to Table 1 for the unit codes.
2) The next 3 characters are numeric codes identifying the n*th* number of document generated by a unit/office (where n ranges from 1 to 999). Document numbering restarts from one (1) every month.
3) The last 2 characters are numeric codes representing the month in which the document is generated. These numeric codes serve as the control number. Below is the format of the document code.

F	F	F	F	N	N	N	M	M

where:

FFFF — Code of the Originating Unit
NNN — Document Number
MM — Month

Sample Document Code:

A	C	C	0	0	1	0	7

The above code shows that the document is generated by the Accounting Division and is the first document generated by this office for the month of July.

e) *Destination*
Identifies the unit where the document is to be sent. (Ex. Arts and Sciences or AS, Accounting or ACC)

f) *Date Rec'd*
Is the date when the document is received.

g) *Rec'd by*
Contains the initial or signature of the receiving person.

h) *Dlv'd by*
Contains the initial or signature of the person delivering the document.

Since documents must carry *unique* identifiers (through the document code on the Routing Slip) for them to be tracked, it is suggested that one person in each of the units/offices be designated to take care of assigning document codes to documents for processing or distribution. For purposes of identification this person will be called the Filing Clerk.

Furthermore, all documents must be attached with Routing Slips for them to be tracked. A number of university forms or documents of similar purpose or intent must have different codes and necessarily different Routing Slips for them to be tracked.

Exception:
Multicopy documents to be distributed to at least 15 units or offices must be attached with the delivery list receipt instead of the Routing Slip. (*Definition*: Multicopy Documents may be memoranda, executive orders, memorandum circulars or similar documents of the same content that are reproduced in multicopies for dissemination to other units.)

Below is a list of Routing Slip elements and persons responsible for filling them up:

Element	*Person Responsible*
Document Title (both top and bottom portions of the form)	Person generating the document or Filing Clerk
Date	Person generating the document or Filing Clerk
Target Completion Date	Person generating the document or Filing Clerk
Document Code	Filing Clerk
Destination:	
First destination stub (lowest portion of stub)	Person generating the document or Filing Clerk
Succeeding destination Stub (start from bottom)	Last person who accomplished the document
Date Rec'd	Receiving person
Rec'd By	Receiving person
Dlv'd By	Messenger or any person delivering the document

The destination stubs of the Routing Slip must be filled out in ascending order. That is, the lowermost destination stub must bear the first destination unit, the second lowermost stub must indicate the second unit that processes the document and so on. For documents that are for distribution purposes only, the destination units can be written as desired.

In cases where documents are transmitted by persons other than the university messengers, the duly countersigned stub must be submitted to the filing clerk of the sending unit.

ATTACHMENT B
TRACKING PROCEDURE

1) *AT AN OFFICE LEVEL*
All inquiries as to the status or whereabouts of a particular document must be coursed through the filing clerk of the generating unit. To facilitate the process, the following shall be adopted:

a) *Interested party*
An interested party may be a person/unit who/which generated the document or a person/unit through whom/which the document passed for processing. In this case the interested party must take note of the document code. This code is important in tracking the document:

Step 1
Party who generated the document:
— Tells the filing clerk of the generating unit the title of the document. If the person knows the document code, he may inquire directly at the Document Tracking Center.
— For parties other than the generating party, the interested party informs by telephone the filing clerk of the Document Tracking Center regarding the code of the document in question. Step 4 is followed.

b) *Filing Clerk of the Generating Unit*
Step 2
Refers to the Log Book and extracts from it the code of the subject document, and
Step 3
Inquires by telephone from the Document Tracking Center, stating document code.

c) *Filing Clerk of the Information Center*
Step 4
Locates the code of the subject document from Form B of the generating unit. The last written column of the destination section of Form B indicates the whereabouts of the subject document.
Step 5
Relays information to interested party.
NOTE:
The Filing Clerk of the Document Tracking Center relays the whereabouts of a document down to the office level only. (If the inquiring party is interested in tracking a document in process down to the personnel level, all he/she has to do is to inquire from the office where the document is presently in process.)

Monitoring of documents sent outside the university will be the responsibility of the unit that sends the document outside the university. The Document Tracking Center keeps track only of documents within the university. A party interested in knowing the whereabouts of a document which is to be processed outside the university shall first contact the Document Tracking Center. The Document Tracking Center will inform said party of the whereabouts of the document within the university, and the interested party will then contact the unit identified by the Document Tracking Center. The unit will inform him about the status of the document.

2) *AT A PERSONNEL LEVEL*
Any person interested in the whereabouts of a particular document at a personnel level may contact the

filing clerk of the office where the document is presently being processed.

Inquiries regarding the whereabouts of documents on a personnel level may be satisfied only after an interested party has acquired information regarding the document at an office level. Such information can be obtained by following the steps outlined for the tracking procedure at an office level.

THE LOCAL PHONE NUMBER OF THE DOCUMENT TRACKING CENTER IS *329*.

ATTACHMENT C

ROUTING SCHEDULE

Morning : 8:30 to 10:00
Afternoon: 1:30 to 3:00
Routes to be followed:

ROUTE 1

1. Bartlett Hall or College of Veterinary Medicine
2. Albert Hall or College of Fisheries
3. Institute of Fisheries Development Research
4. Physical Plant Office
5. Security Division
6. Purok General Aguinaldo
7. Executive House
8. Natural Science Research Center Bldg.
   (1) NSRC
   (2) Marine Sciences Center
9. College of Pharmacy
10. Kamia Residence Hall
11. Sampaguita Residence Hall
12. Elementary School
13. Alonzo Hall or College of Home Economics
14. Narra Residence Hall
15. Vinzons Hall
    (1) Food Services
    (2) COMSA (Student Council)
    (3) Philippine Collegian
    (4) Student Auxiliary Services
    (5) Guidance and Counseling Center
    (6) Office of Student Affairs
    (7) Book Center
16. High School
17. Health Education Center
18. Benitez Hall
    (1) College of Education
    (2) Science Education Center
19. Benton Hall
    (1) College of Business Administration
    (2) School of Economics
20. Palma Hall
    (1) College of Arts and Sciences
21. Faculty Center
    (1) Instituto De Español
    (2) Graduate School
22. Home Base — OGS

ROUTE 2

1. Campus Landscaping Office
2. Bonifacio Hall or Asian Labor Education Center
3. Virata Hall or Institute for Small-Scale Industries
4. Institute for Environmental Planning
5. Department of Military Science and Tactics
6. Plaridel Hall or Institute of Mass Communication
7. Abelardo Hall or College of Music
8. Villamor Hall
   (1) Post Office
   (2) President's Committee on Cultural Affairs
9. Alumni Center Building
   (1) Alumni Office
   (2) U.P. Extension Division Clark Air Base
   (3) Asian Institute of Tourism
10. Molave Residence Hall
11. Yakal Residence Hall
12. Ipil Residence Hall
13. Computer Center
14. Institute of Social Work and Community Development
15. Bocobo Hall or Law Center
16. Philippine Center for Advanced Studies
17. Institute of Sports, Physical Education and Recreation
18. International Center
19. Ilang-Ilang Residence Hall
20. University Health Service
21. Sanggumay Residence Hall
22. Kalayaan Residence Hall
23. Melchor Hall
    (1) College of Engineering
    (2) Training Center for Applied Geodesy and Photogrammetry
    (3) College of Architecture
    (4) Building Research Center
24. Gonzalez Hall
    (1) U.P. Press
    (2) University Library
    (3) College of Fine Arts
    (4) Institute of Library Science
25. Malcolm Hall
    (1) College of Nursing
    (2) College of Law
    (3) Legal Counsel
26. Post Office
27. Home Base — OGS

MESSENGERS FOLLOWING ROUTE 1 and 2 START SIMULTANEOUSLY.

TABLE I
LISTING OF UNITS & UNIT CODES

UNIT	*UNIT CODE*
Accounting Division	ACC
Alumni Relations Office	ALUM
Applied Geodesy and Photogrammetry Training Center	AGP
Arts and Sciences, College of	CAS
Architecture, College of	ARCH
Asian Institute of Tourism	AIT
Asian Labor Education Center	ALEC
Baguio, U.P. College	UPB
Basilan Land Grant	BLG
Book Store, University	UBS
Budget Office	BUD
Business Enterprises, Office of	OBE
Business Administration, College of	CBA
Campus Landscaping Office	CLO
Cash Division	CSH
Cebu, U.P. College	UPC
Civil Service Unit	CS
Committee on Regional Matters	CRM
Community Development Research Council	CDRC
Computer Center	UPCC
Comprehensive Community Health Program	CCHP

UNIT	*UNIT CODE*
Counseling and Testing Center	CTC
Dentistry, College of	DENT
Department of Military Science & Tactics	DMST
Economics, School of	ECO
Education, College of	ED
Elementary School, University	UES
Engineering, College of	ENG
Environmental Planning, Institute of	IEP
Film Center	FC
Fine Arts, College of	FA
Fisheries, College of	FSH
Fisheries Development and Research Institute	FDR
Food Service, University	UFS
Graduate School	GRD
Health Education Center	HEC
High School, University	UPH
Home Economics, College of	HE
Iloilo, U.P. College	UPI
Information Office	INF
Instituto de Español	ESP
Institute of Mass Communication	IMC
Institute of Social Work and Community Development	SWCD
Land Grants Office	LG
Law, College of	LAW
Law Center	LC
Library Science, Institute of	ILS
Library, University	LIB
Los Baños, U.P. at	UPLB
Local Government Center	LGC
Medicine, College of	MED
Music, College of	MUS
Natural Science Research Center	NSRC
Nursing, College of	NUR
Office of the President	OP
Office of the Vice-President for Administration	VPA
Office of the Vice-President for Academic Affairs	VPAA
Office of the Executive Vice-President	EVP
Office of Academic Services	OAS
Office of General Services	OGS
Office of Institutional Studies	OIS
Office of Administrative Personnel Services	OAPS
Office of Legal Services	LEG
Office of Student Affairs	OSA
Pharmacy, College of	PHA
Philippine Center for Advanced Studies	PCAS
Philippine Eye Research Institute	PERI
Philippine Executive Academy	PEA
Physical Plant Office	PPO
Population Institute	POP
PGH School of Nursing	SN
President's Committee on Culture	PCC
President's Council on the Arts	PCA
Press, University	PRS
Property Division	PROP
Public Administration, College of	CPA
Public Health, Institute of	IPH
Quezon Land Grant	QLG
Registrar's Office	REG
Secretary of the University	OSU
Science Education Center	SEC

UNIT	*UNIT CODE*
Statistical Center	STC
Storeroom	STR
Student Auxiliary Services	SAS
Student Council	SC
Small-Scale Industries, Institute for	ISSI
Security Division	SD
Sports, Physical Education and Recreation, Institute of	PE
SAMP (Thru the Dean, College of Medicine)	SAMP
Tacloban, U.P. College	UPT
U.P. Extension Division Clark Air Base	CAB
U.P. College Manila	UPCM
University Health Service	UHS
University Union	UPU
Veterinary Medicine, College of	VET

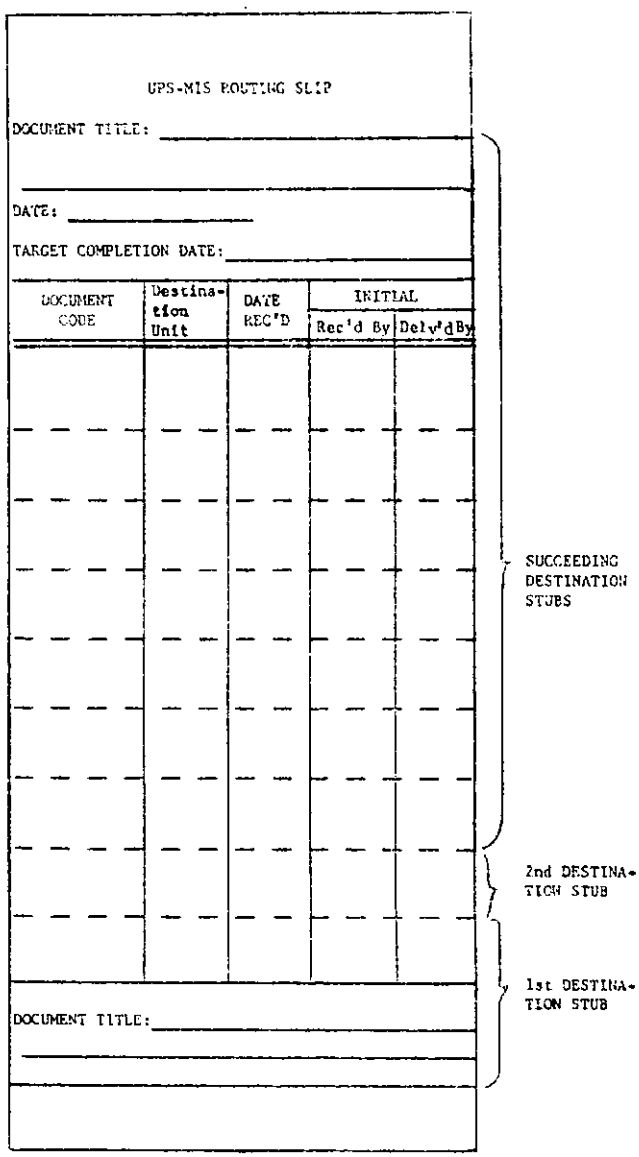


EXHIBIT I

Memorandum Circular No. 14: Malacañang Memorandum Circular No. 895 on Retroactive Appointments

Quoted hereunder is Memorandum Circular No. 895 from the Office of the President of the Philippines dated March 1, 1976:

"TANGGAPAN NG PANGULO NG PILIPINAS
"(OFFICE OF THE PRESIDENT OF THE PHILIPPINES)
"MEMORANDUM CIRCULAR NO. 895
"REITERATING STRICT OBSERVANCE OF THE POLICY AGAINST RETROACTIVE APPOINTMENTS

"Section 256 of the Revised Administrative Code, provides that 'x x x aside from exceptional cases, approved as such by the proper Head of Department, an appointment or promotion shall not be effective as of a date prior to that upon which the appointment or promotion is actually made x x x.' This provision is embodied in Memorandum Circular No. 328 dated March 9, 1970, amending Memorandum Circular No. 319 dated February 19, 1970, which prohibits the filling of vacant positions in line with the policy on fiscal restraint.

"In spite, however, of the above prohibition regarding retroactive appointments, an alarmingly increasing number of requests for exemption from Memorandum Circular No. 328, series of 1970, have been received in this Office. These requests for change of effectivity of appointments involve additional government expense and thus negate the objectives behind the promulgation of retrenchment measures in government operations.

"In view of the continuing retrenchment policy of the government, all heads of Departments, Bureaus and Offices, including government-owned or controlled corporations, are hereby advised that, henceforth, no requests to change the effectivity of appointments shall be entertained by this Office except under extraordinary circumstances and accompanied by strong evidences.

"This Circular takes effect immediately.

"Manila, March 1, 1976

"By authority of the President:
"(Sgd.) JUAN C. TUVERA
"Presidential Assistant"

11 May 1976

For the President:
(Sgd.) OSCAR M. ALFONSO
Secretary of the University

Memorandum Circular No. 15: On GSIS Memorandum Circular No. 186-76

Quoted hereunder is the text of Memorandum Circular No. 186-76 from the Government Service Insurance System which is self-explanatory.

"Republika ng Pilipinas
"PASEGURUHAN NG MGA NAGLILINGKOD SA PAMAHALAAN
"(GOVERNMENT SERVICE INSURANCE SYSTEM)
"Maynila 2801

"April 8, 1976
"MEMORANDUM CIRCULAR NO. 186-76
"TO : ALL HEADS OF DEPARTMENTS, CHIEFS OF BUREAUS AND OFFICES, MANAGING HEADS OF GOVERNMENT-OWNED OR CONTROLLED CORPORATIONS AND OTHERS CONCERNED.

"There have been, lately, rumors that the granting of lump sum retirement gratuity benefits under R.A. 660 as amended by R.A. 1616 shall be stopped by June, 1976. These rumors evidently are widespread causing undue apprehensions among government employees.

"In this connection, we wish to deny these rumors strongly. There is neither a study conducted nor a proposal being made to stop the granting of lump sum benefits to either retirees who retire under R.A. 660 or those who retire under R.A. 1616—now or in the future.

"The lump sum gratuity benefit is granted by explicit provisions of the law. This benefit, therefore, can only be removed, reduced or amended through a decree signed and promulgated by the President of the Philippines. The System cannot unilaterally amend the provisions of the law—and there are no plans whatsoever to propose the amendment of the law to deprive the members of benefits they now presently enjoy. On the contrary, the System has been always in search for ways and means to improve the present retirement benefits as evidenced by the recent implementation of an index-linked annuity scheme. Rest assured, therefore, that the rumors being circulated are plain rumors that are without basis.

"We will be very thankful, therefore, if you can clarify this matter with the officials and employees in your Office in order to allay their fear of losing their retirement benefits.

"(Sgd.) DOMINGO N. GARCIA
"Acting General Manager"

Please be guided accordingly.

11 May 1976

For the President:
(Sgd.) OSCAR M. ALFONSO
Secretary of the University

Memorandum Circular No. 16: On GSIS Memorandum Circular No. 185-76

Quoted hereunder is the text of Memorandum Circular No. 185-76 from the Government Service Insurance System which is self-explanatory.

"Republika ng Pilipinas
"PASEGURUHAN NG MGA NAGLILINGKOD SA PAMAHALAAN
"(GOVERNMENT SERVICE INSURANCE SYSTEM)
"Maynila 2801

"April 8, 1976
"MEMORANDUM CIRCULAR NO. 185-76
"TO : ALL HEADS OF DEPARTMENTS, BUREAUS, OFFICES OF THE NATIONAL AND LOCAL GOVERNMENTS INCLUDING GOVERNMENT-OWNED OR CONTROLLED CORPORATIONS AND OTHERS CONCERNED.
"SUBJECT: SUSPENSION OF SALARY LOAN PRIVILEGES TO GSIS MEMBERS WHO HAVE OUTSTANDING ACCOUNTS WITH GSIS GENERAL HOSPITAL.

"Quoted in full hereunder is Resolution No. 424 adopted by the GSIS Board of Trustees on March 25, 1976 laying down the policy relative to member-borrowers who have outstanding accounts with the GSIS General Hospital for dissemination and proper guidance of those concerned.

'424. Upon representation of the AD HOC COMMITTEE and in order to assist the GSIS General Hospital collect on patient-debtors of the hospital, the Board RESOLVED that salary loan

applications of patient-debtors of GSIS General Hospital shall be withheld unless the proceeds of said loan or part thereof shall be for repayment of GSIS Hospital bills, subject further to the rules and regulations on the grant of salary loan.'

"Please be advised and guided accordingly.

"(Sgd.) DOMINGO N. GARCIA
"Acting General Manager"

Please be guided accordingly.

13 May 1976

For the President:
(Sgd.) OSCAR M. ALFONSO
Secretary of the University

Memorandum Circular No. 17: Postponement of the Pilot Run of the Document Tracking System

Due to circumstances beyond our control, the start of the test run for the Document Tracking System has been postponed to Tuesday, 8 June 1976.

This Memorandum Circular amends Memorandum Circular No. 13, dated 17 May 1976, insofar as the effectivity date of the test run is concerned.

21 May 1976

For the President:
(Sgd.) OSCAR M. ALFONSO
Secretary of the University

Memorandum Circular No. 23: Deadline for Annual Report for 1975-1976

The *deadline* for the submission of the annual report of college, office or unit covering the period from 1 July 1975 to 30 June 1976 is *31 July 1976*.

It would be helpful if part of the report would indicate "areas of concern" relative to emerging environmental forces (social, political and economic), University resources, University structure and procedures and other aspects of the University as an organism which are directly relevant to your unit in particular.

Please enclose pertinent graphs, charts, diagrams, photographs, and other illustrative materials.

Kindly include in the introduction a one-page summary of notable achievements and developments during the year under review, particularly projects that reflect expansion and growth.

12 May 1976

(Sgd.) OSCAR M. ALFONSO
Secretary of the University

MEMORANDA

Memorandum No. 14: The Executive Review (ER) of Plans and Programs

In December 1975 all deans, directors and heads of offices (except U.P. at Los Baños) were asked to submit two documents on January 31 and on April 30, 1976 respectively as follows:

1. Proposed budget for July 1 to December 31, 1976.
2. Proposed budget for FY 1977 and their projections up to FY 1980.

No. 1 above is now being processed by the Budget Commission together with additional data submitted last month. No. 2 above was supposed to have been the output of workshops among their respective faculties and staffs and would go through an Executive Review (ER) in May or June 1976 as a basis for budgetary allocations to be firmed up by the Budget Commission in late 1976 or January 1977 for FY 1977.

In this connection, we are scheduling the ER in the month of June 1976 by groups of units as follows:

Units	*Date and Time*	*Place*
PLEASE SEE ANNEX A		*Operations Center*

Annex B gives the details of the format for the ER. Annex C provides additional information relative to the on-going efforts to institutionalize the new planning and budget process. We suggest that you read these materials carefully because inputs in improving this process will be of great value to the University.

19 May 1976

(Sgd.) ONOFRE D. CORPUZ
President

ANNEX A

SCHEDULE OF EXECUTIVE REVIEW

June 15	Group I	U.P. College Tacloban U.P. College Cebu U.P. College Baguio U.P. Extension Division Clark Air Base U.P. College Iloilo
June 16	Group II	U.P.-PGH College of Medicine College of Dentistry Institute of Public Health College of Nursing College of Pharmacy College of Veterinary Medicine Philippine Eye Research Institute Comprehensive Community Health Program School of Allied Medical Professions
June 18-19	Group III	College of Business Administration College of Public Administration Asian Labor Education Center Institute for Small-Scale Industries Philippine Executive Academy School of Economics Institute of Social Work and Community Development College of Engineering College of Law Law Center Population Institute Statistical Center College of Home Economics Asian Institute of Tourism

June 21	Group IV	**College of Architecture** College of Fine Arts College of Music Institute of Mass Communication Institute of Library Science Film Center
June 22	Group V	University Health Service Division of Guidance and Counselling University Library Institute of Sports, Physical Education, and Recreation
June 23	Group VI	**Land Grants** Business Enterprises U.P. Press
June 24	Group VII	**College of Arts and Sciences** Natural Science Research Center Marine Sciences Center Instituto de Español DMST College of Fisheries
June 25	Group VIII	**Registrar** Quezon Hall units Office of Alumni Relations

~~ANNEX B~~

~~*THE EXECUTIVE REVIEW (ER)*~~

~~1.~~ *The Purpose*

The Executive Review (ER) is intended to provide a useful dialogue between the heads of various units and the officers of central administration on the plans of the University in general and of specific units in particular. The ER is to be undertaken every year in the months of May or June and is the final phase in the University's annual planning and budget cycle prior to the presentation of the University budget to the Budget Commission, Office of the President of the Philippines.

~~2.~~ *The Participants*

The President
The Executive Vice-President
The Vice-President for Academic Affairs
The Vice-President for Administration
The Budget Director
The University Registrar
Deans, Directors and Office Heads in the Group of Units Scheduled for a Particular Session and their Respective Assistants
The Planning Liaison Staff for Specific Units Concerned

~~3.~~ *The ER Agenda*

The ER session will start at 10:00 A.M. and last up to 3:00 P.M. Lunch will be served. The agenda will be as follows:

10:00-10:30 A.M.	Preliminary comments by the President
10:30-12:00 Noon	Fifteen-minute presentation by each Head of Unit of the unit's up-dated plan for FY 1977 and the next three years as well as significant developments during the past years
12:15- 1:00 P.M.	Lunch and open discussion of unit plans
1:00- 3:00 P.M. or earlier	Workshop on unit budgets

4. *Suggested Content of Presentation by Heads of Units*

a. Present programs/projects (instruction, research, public service or extension and special problems).

b. Relevant statistical data

Budget (current and last two years)
Faculty staff profile (e.g. number, degrees, areas of expertise, faculty undergoing further studies)
Students (current and last two years by program)
Research projects
Extension projects
Other significant information

c. Future plans (FY 1977 and the next three years)

ANNEX C

Attachment B

A Review of the Planning and Budget Process (PBP)

1. *The basic features of the PBP*

The PBP of the U.P. System may be briefly described as follows:

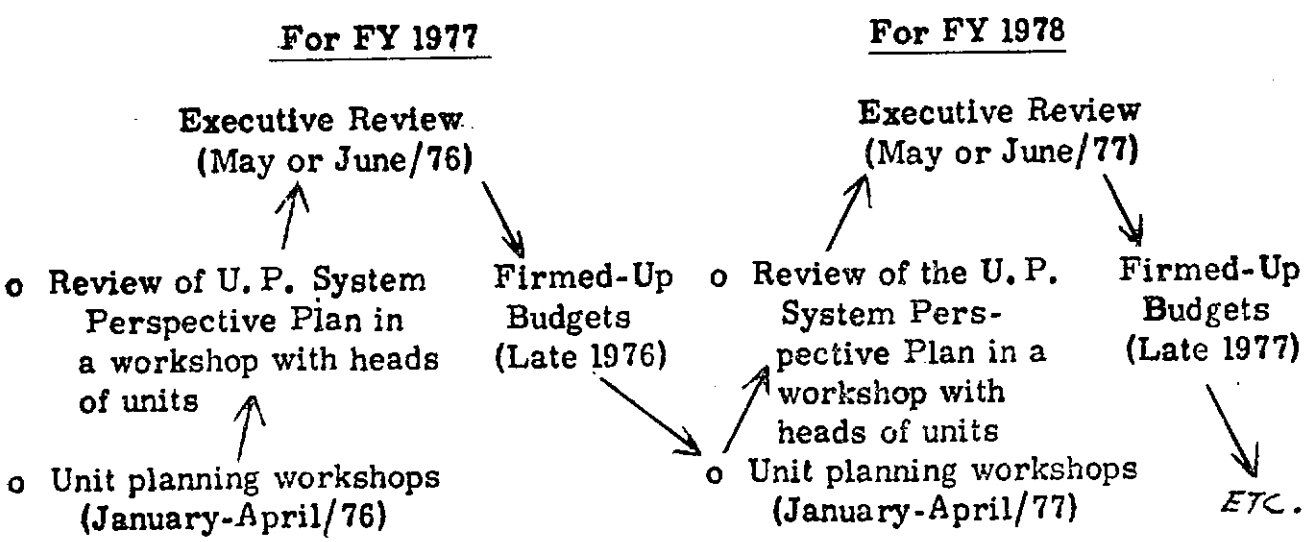
* It is participative.
* It is a continuing process.
* It has a recurring 12-month cycle.
* It is resource seeking.
* It is goal-setting.

The *participative* feature of the PBP means that the unit (e.g. using the workshop approach among its faculty and staff) has the basic initiative for planning its own future and for assisting the University's central administration in establishing to the various funding groups (including the national government) that its programs deserve to be supported. Thus, in a very real sense the Program Development Staff (PDS) of the Office of the U.P. President is mainly a facilitator of the PBP. It does not plan for the *various units* of the U.P. System; its task relates to the *University as a whole.*

The *continuing* feature of PBP means that the plan of the U.P. System must be updated at least once a year. Appropriate changes must be reflected as soon as possible.

The *recurring cycle* is briefly described in the chart below:

Chart 1



Thus, it is expected that over time, the U.P. System's Perspective Plan[1] and the plans of each unit will be incrementally improved and we will not have to start from scratch every time there is a new set of U.P. administrators.

The *resource seeking* feature of the PBP means that although all program/project ideas can be included for funding in a particular budget cycle, the PBP will develop an inventory of these ideas which we can promote for support by various funding agencies or which can be funded whenever the national government is able to provide a substantial increase in the University's budget. An example of this is the *Asian Institute of Tourism* and the *Fine Arts-Film Center Complex*. Some U.P. Deans and Directors and students are under the *mistaken* impression that the University has diverted scarce U.P. resources to these projects to the detriment of other "higher priority" projects. What has actually happened in these cases is that some funding agencies (e.g. Philippine Tourism Authority) had financial resources which could be made available to the U.P. because these projects were also in their area of interest. The money did not come from the U.P. budget but was in effect added on to the U.P. budget from another agency's budget or from the national government.

The goal-setting feature of PBP might require little time in certain circumstances, and more in others. It is a reminder that all our programs/projects serve a purpose or goal. The same set of goals may require different priorities over time; some specific goals may be altered, others added.

2. *Some experiences since May, 1975*

There are a number of experiences that seem good to highlight because they serve as "building blocks" toward institutionalizing an effective planning and budget process for the U.P. System. These experiences have not only initiated the planning process in the units involved but also have *energized* the faculty and staff in these units to make their own contributions toward promoting the progress of work.

a. *The workshops and surveys of "Areas of Concern"*

In May or June, 1975 two workshops of Heads of Units and a survey of all U.P. faculty and staff were undertaken to identify "Areas of Concern". The result of this effort is now the basis of on-going studies as well as new approaches that have been adopted relative to the University's mission as well as to institutional improvements.

The following studies are now in the process of discussion or further development and the concept suggested by these studies, after appropriate modification may eventually find their way into the University's development plan:

* On opportunities for U.P. to contribute
  - Admissions and enrollment (i.e., student mix, tuition fees, etc.)
  - Academic programs
  - Public service or extension
  - A richer student life
  - Research program
  - College of Arts and Sciences
  - Concerns in the national interest
  - Regional units
  - Business enterprises
  - Land grants
  - Asian Institute of Tourism
* On the U.P.'s capabilities
  - Textbook and teaching materials
  - Infrastructure development program
  - Faculty/personnel recruitment, development and retention
  - Funding of U.P. requirements
  - Utilities

1 The latest version of this was the paper "U.P. System and the Future" discussed in a workshop of Deans, Directors and Heads of Units in March, 1976.

- ° University housing/dormitories
- ° Health services
- ° Reward and welfare system
- ° Management development for administrators

* On U.P.'s structure and processes
  - ° Governance
  - ° Records management
  - ° Student participation
  - ° Planning and budgeting process
  - ° A rational promotion system
  - ° Assessing U.P. performance
* Management Information System
  - ° Document tracking
  - ° Inventory of personnel resources
  - ° Inventory of equipment
  - ° Inventory of space
  - ° Monitoring of financial transactions
* U.P. Manual
* Procurement program
* Maintenance program

b. *Unit workshops*

The following planning workshops have been reported:

* College of Arts and Sciences (CAS)
* Asian Labor Education Center
* College of Education
* College of Engineering
* College of Fine Arts
* U.P.-PGH
* Institute of Social Work and Community Development

The CAS experience is particularly interesting to note. It started with a workshop of the entire faculty in August, 1975 to identify "Areas of Concern" of the CAS. This was followed by another workshop in October, 1975 on "Corrective Promotions" which were implemented by the Board of Regents in October, 1975. The August workshop was followed by a March, 1976 workshop again of the entire faculty on the proposed approaches to the "Areas of Concern". Many of these proposals (including a possible restructuring of the CAS) will be pursued for implementation as the new Dean starts his term. The faculty of the CAS seem to have been energized as a result of this process.

c. *The U.P. System Perspective Plan*

A recent workshop in March, 1976 among officers of the entire U.P. System discussed a paper on the "U.P. System and the Future" which describes the perspective plan of the University over the next ten years and in the years beyond. This paper has since been revised on the basis of suggestions during the workshop. The revised version has been submitted to the Board of Regents and to the President of the Philippines. It is this perspective plan, subject to annual review, that will provide a frame of reference for the various units as they plan their respective futures.

d. *The Committee on Regional Matters (CRM)*

In accordance with the need for regional diversification, the Regional Units have received increasing attention, the most recent example of this being the Commencement Address of President Ferdinand E. Marcos in March, 1976.

The initial approach to this has been the creation of the Regional Desk which has been converted into the CRM for the purpose of coordinated development planning among the regional units themselves.

e. *The Planning Liaison Staff (PLS)*

In late 1975, two innovations were introduced to enhance further a more effective planning and budget process:

* the appointment of three (3) Assistants to the Budget Director (ADB's).
* the appointment of some faculty members as liaison staff for planning (LSP's).

The concept was that the ABD's and the LSP's would constitute the Planning Liaison Staff (PLS) which would interface with each Head of Unit and thus facilitate the closer interface relative to the planning and budget process between the units and the central administration. The initial efforts here have been satisfactory and initial indications are such that this effort should be continued and improved further.

3. *Some difficulties*

As we try to move ahead in improving the way we use our limited resources through planning as well as acquire new resources, some difficulties continue to exist as follows:

a. The PBP is still being taken as a one-person show by some units.
b. Some Heads of Units still *do not see the PBP as the most important aspect of their responsibility* and still rely on very low-level staff members to undertake the PBP for their units.
c. Some units that need information and additional planning expertise *do not seek assistance* and submit, as a result, rather unsatisfactory working papers which make further analysis a difficult and time-wasting process.

Memorandum No. 25: Revised Schedule of the Executive Review

Attached for guidance is the revised schedule of the Executive Review. The period for the Executive Review has been extended from June 15-25 to *June 15-30* to ensure thorough deliberations.

27 May 1976

(Sgd.) EMANUEL V. SORIANO
Executive Vice-President

REVISED SCHEDULE OF EXECUTIVE REVIEW

June 15
Group I

U.P. College Tacloban
U.P. College Cebu
U.P. College Baguio
U.P. Extension Division Clark Air Base
U.P. College Iloilo

June 16-17
Group II

U.P.—Philippine General Hospital
College of Medicine
College of Dentistry

Institute of Public Health
College of Nursing
College of Pharmacy
Philippine Eye Research Institute
Comprehensive Community Health Program
School of Allied Medical Professions
National Teacher Training Center for Health Professions

June 18, 21, 22
Group III

College of Business Administration
College of Public Administration
U.P. College Manila
Local Government Center
College of Education
University High School
University Elementary School
Asian Labor Education Center
Institute for Small-Scale Industries
Philippine Executive Academy
Science Education Center
School of Economics
Institute of Social Work & Community Development
College of Engineering
Training Center for Applied Geodesy and Photogrammetry
College of Law
National Development Research Center
U.P. Law Center
Building Research Service
Population Institute
Statistical Center
Institute of Environmental Planning
College of Home Economics
Asian Institute of Tourism

June 23
Group IV

College of Architecture
College of Fine Arts
College of Music
Institute of Mass Communication
Institute of Library Science
Film Center

June 24
Group V

Office of Student Affairs
Office of Student Auxiliary Services
University Food Service
Residence Halls & Centers
University Library
University Health Service
Institute of Sports, Physical Education and Recreation
U.P. Security Division

June 25
Group VI

Land Grants Office
U.P. Basilan Land Grant
U.P. Quezon Land Grant
Office of Business Enterprises
Staff Housing and Business Concessions
Equipment Manufacturing Office
University Motor Service
Garbage Collection & Disposal Unit
U.P. Golf Course
University Press
University Book Center

June 28
Group VII

College of Arts and Sciences
Natural Science Research Center
U.P. Marine Sciences Center
Instituto de Español
D M S T
College of Fisheries
Institute of Fisheries Development and Research
College of Veterinary Medicine
U.P. Piggery Project
U.P. Beef Cattle Project

June 29-30
Group VIII

Office of the President
Office of Alumni Relations
Campus Landscaping Office
Purok General Aguinaldo
President's Committee on Culture
President's Council on the Arts
Office of the Vice-President for Academic Affairs
Office of Academic Services
Office of Research Coordination
Office of Institutional Studies
Division of Counselling and Guidance
Office of the Vice-President for Administration
Office of Administrative Personnel Services
Accounting Division
Property Division
Cash Division
Physical Plant Office
Office of the Secretary
Graduate School
Office of the Budget Director
Office of the University Registrar
Office of the Auditor
Computer Center

Revised Schedule for the Regular Registration Period

Please be informed that as approved by the President, the revised schedule for the regular registration period in all academic units in the Diliman and Manila campuses of the University is from Wednesday, June 2 to Monday, June 7, 1976, excluding Saturday and Sunday, June 5 and 6 respectively.

Advanced registration for new freshmen and graduating students is likewise moved to Monday, May 31 and Tuesday, June 1, 1976. However, classes start on Monday, June 7, as per the original schedule.

Please be guided accordingly.

27 May 1976

(Sgd.) MANUEL P. BENDAÑA
University Registrar

DECISIONS OF THE BOARD OF REGENTS

876th Meeting, 18 December 1975

INCREASE IN SALARY

Thelma Lee-Mendoza, increase in salary from Associate Professor I to Associate Professor III of Social Work, Institute of Social Work and Community Development, effective December 1, 1975.

872nd Meeting, 27 May 1976

APPOINTMENTS, REAPPOINTMENTS, RENEWALS OF APPOINTMENT, PROMOTIONS, INCREASES IN SALARY, ET AL.

The Board approved the following appointments, reappointments, renewals of appointment, promotions, increases in salary, and other related matters:

Teodoro A. Agoncillo, sabbatical assignment to do research on the subject of "The American Influence on Pilipino Language and Literature" for six months, effective January 2, 1977 to June 30, 1977.

Pedro V. Aguilar, renewal of appointment as Professorial Lecturer in Business Law, College of Business Administration, effective June 1, 1976 until May 31, 1977.

Gerardo B. Agulto, Jr., promotion in rank and salary from Senior Lecturer to Professorial Lecturer in Accounting and Finance, College of Business Administration, effective June 1, 1976 until May 31, 1977.

Rodolfo Q. Aquino, renewal of appointment with promotion in rank and salary from Senior Lecturer to Professorial Lecturer in Accounting and Finance, College of Business Administration, effective June 1, 1976 until May 31, 1977.

Benjamin S. Austria, renewal of appointment as Lepanto Consolidated Mining Company Associate Professor of Geology, College of Arts and Sciences, effective November 1, 1975 until October 31, 1977.

Ramon Cruz, Jr., increase in salary as Professorial Lecturer in Agribusiness, College of Business Administration, effective June 1, 1976 until May 31, 1977.

Damiana L. Eugenio, sabbatical assignment to enable her to do a more intensive study and collection of Philippine folk literature, with emphasis on proverbs, preparatory to expanding her collection of Philippine proverbs into a national collection, for a period of one (1) year, effective June 1, 1976 until May 31, 1977.

Adina R. Ferrer as Professorial Lecturer in Education, Institute of Sports, Physical Education and Recreation, effective April 2, 1976 until May 22, 1976.

Ignacio P. Lacsina as Legal Education Officer III, Division of Continuing Legal Education, Law Center, effective June 1, 1976 until December 31, 1976.

Domingo G. Landicho as Writer-in-Residence for Summer, U.P. College Baguio, effective April 1, 1976 until May 31, 1976.

Flora C. Lansang, sabbatical assignment in the United States to enable her to undertake a directed observation and study on social and community development aspects considered as playing a significant role in the Philippine social development program, for a period of one (1) year, effective June 1976 until June 1977.

Ramon A. Madrid, increase in salary as Professorial Lecturer in Business Administration, College of Business Administration, effective June 1, 1976 until May 31, 1977.

Jose P. Mananzan as Associate Professor IV and Acting Dean, Asian Institute of Tourism, effective June 1, 1976 until April 30, 1977.

Jose Marasigan, reappointment as Professorial Lecturer in Mathematics, College of Arts and Sciences, effective June 1, 1976 until May 31, 1977.

Matilde C. Poblete, increase in salary from Associate Professor I to Associate Professor II of Nursing, School of Nursing, Philippine General Hospital, effective March 1, 1976.

Salvador F. Reyes as HRCC Professor of Soil Mechanics, College of Engineering, effective May 1, 1976 until April 30, 1977.

Aniceto Saludo, increase in salary as Professorial Lecturer in Business Law, College of Business Administration, effective June 1, 1976 until May 31, 1977.

Alfredo F. Tadiar as Associate Professor IV of Law, College of Law, effective June 1, 1976 until May 31, 1977.

Rosa C. P. Tenazas as Professorial Lecturer in Anthropology, U.P. College Cebu, effective June 1, 1976 until May 31, 1977.

Romeo C. Tomacruz, increase in salary as Professorial Lecturer in Business Administration, College of Business Administration, effective June 1, 1976 until May 31, 1977.

Levy A. Trinidad, increase in salary as Professorial Lecturer in Agribusiness, College of Business Administration, effective June 1, 1976 until May 31, 1977.

Aurora S. Yapchiongco, increase in salary from Associate Professor I to Associate Professor II of Nursing, School of Nursing, Philippine General Hospital, effective March 1, 1976.

TRANSFER TO PERMANENT STATUS

The Board approved the transfer of the following to permanent status:

Bonifacio A. Abaya as Law Researcher III, Division of Research and Law Reform, Law Center, effective July 1, 1976.

Daisy B. Atienza, reversion to permanent status as Assistant Professor IV of Industrial Relations, Asian Labor Education Center, effective June 1, 1976.

Benito C. Cardenas as Assistant Professor I of Mathematics, U.P. College Baguio, effective June 1, 1976.

Manuel A. Dia, reversion to permanent status as Associate Professor I of Industrial Relations, Asian Labor Education Center, effective June 1, 1976.

Nona P. Disini as Assistant Professor II of Community Development, Institute of Social Work and Community Development, effective May 1, 1976.

Magelende M. Flores as Assistant Professor I of English, College of Arts and Sciences, effective April 1, 1976.

Guerilio U. Lim as Assistant Professor I of Surgery (part-time), College of Medicine, and Attending Surgeon (part-time), Philippine General Hospital, effective May 1, 1976.

Teofilo B. Lutao as Assistant Professor I of Mathematics, U.P. College Cebu, effective June 1, 1976.

Augusto P. Mercado as Assistant Professor IV of Industrial Relations, Asian Labor Education Center, effective June 1, 1976.

Lupo A. Montecillo as Assistant Professor II of Soil Science, College of Agriculture, University of the Philippines at Los Baños, effective March 1, 1976.

Myrna N. Quintos as Assistant Professor I of Psychiatry (part-time), College of Medicine, and Attending Psychiatrist (part-time), Philippine General Hospital, effective June 1, 1976.

Percy E. Sajise as Associate Professor I of Botany, College of Sciences and Humanities, University of the Philippines at Los Baños, effective May 1, 1976.

Ma. Lelani E. Verdan as Assistant Professor I of English, U.P. College Cebu, effective June 1, 1976.

Lydia M. Ybañez as Assistant Professor III of Physics and Mathematics, U.P. College Cebu, effective June 1, 1976.

SCHOLARSHIPS, FELLOWSHIPS, GRANTS AND GIFTS

The Board accepted a donation for the *Consuelo V. Fonacier Scholarship-Study Grant in Speech and Drama* in the College of Arts and Sciences consisting of ₱250.00 per semester.

* * *

The Board accepted a grant of ₱10,000.00 from the *Ramon Aboitiz Foundation* for partial support of five (5) students beginning June 1976 pursuing the A.B. in Social Sciences and B.S. in Business Management degrees in the U.P. College Cebu.

* * *

The Board accepted a donation for the *Asylum Scholarship* for two undergraduate scholarships in any field, each consisting of ₱500.00 a semester.

* * *

The Board approved revisions of the rules governing the *U.P. Zoological Society Scholarship-Study Grant* in the College of Arts and Sciences, as follows:

"2. c). [His family's net taxable income per annum should not exceed ₱6,000.00 (six thousand pesos.)] *His family's gross annual income should not exceed ₱18,000.00 (eighteen thousand pesos), or ₱3,000.00 (three thousand pesos) net taxable.*

d) [He must be at least a junior and must have earned at least 61 units.] *He must be a junior and must have earned at least 60 units or a sophomore with at least 10 units of Zoology to his credit.*

"3. [The grant consists of ₱250.00 per semester.] *The Grant consists of:*

A) Matriculation expenses up to ₱400.00;

B) Book allowance of ₱100.00; and

C) Library privileges in the U.P. Zoological Society Library.

"4. [d) No other student with a higher average has applied for the grant.]"

(Texts in brackets to be deleted; those in italics to be added.)

* * *

The Board accepted a donation from the Kapisanan ng Mga Broadkaster sa Pilipinas, Makati, Rizal, and the Broadcast Media Council of two (2) annual scholarships in Broadcast Communication to be known as the *KBP/BMC Mass Communication Scholarship* in the Institute of Mass Communication.

The scholarships will be effective the first semester, 1976-1977.

* * *

The Board accepted a donation for two scholarships in the College of Music from the Remedios Trinidad Romualdez Foundation, Inc., each scholarship consisting of a stipend of ₱5,400.00 a year to cover all expenses, including University fees, board and lodging and incidentals, and to be awarded to the following enrollees chosen in open competition conducted by a screening committee:

a. Gracia L. Gulinao as *Remedios Trinidad Romualdez Foundation Scholar in Music Education* — for the Graduate Diploma Courses; and

b. Ofelia C. Yñiguez as *Remedios Trinidad Romualdez Foundation Scholar* for one year special training program for Teachers in Music.

* * *

The Board accepted a grant from the *Union Carbide Philippines, Inc.* providing fellowships to two qualified junior students in the College of Agriculture until the completion of undergraduate work leading to B.S. Agriculture (major in Entomology).

The grant for each fellow includes ₱4,500.00 for basic yearly expenditures, ₱600.00 for the summer session, and ₱400.00 for thesis support and graduation expenses during the last year. The grant begins in the first semester of the academic year 1976-1977 and remains in force until terminated by mutual consent.

* * *

The Board accepted a grant from the Filipinas Foundation, Inc. to be known as the *Don Jaime Zobel de Ayala Undergraduate Fellowship Grant,* providing scholarship for five (5) qualified high school graduates until completion of undergraduate work leading to any of the bachelor's degree in agriculture, food technology, agricultural engineering and development communication in the College of Agriculture, UPLB. The grant begins during the first semester of academic year 1976-1977 and remains in force until terminated by mutual consent.

* * *

The Board approved the increase in the book and thesis allowance of local and faculty staff fellows from ₱250.00 per semester to *₱400.00 per semester* and from ₱500.00 per semester to *₱750.00 per semester,* respectively, effective the first semester of 1976-1977.

COLLECTION OF FEES

The Board authorized the Institute of Environmental Planning to offer a non-degree program in Urban and Regional Planning, starting June 1976 and to charge a fee of ₱1,000.00 per participant in this connection.

Income from the fees will accrue to a special Trust Liability Account, against which expenses in connection with the program, including honoraria of lecturers, supplies and materials and other incidental expenses, will be charged, subject to existing accounting and auditing rules and regulations.

The non-degree course is intended for those who cannot take the formal degree program.

* * *

The Board approved the revision of the schedule of dormitory fees at U.P. College Baguio, effective the start of the school year, 1976-1977, as follows:

Rate per month per resident:

	Present	*Revised*
Occupying a room for 6	₱45.00	₱56.00
Occupying a room for 4	50.00	63.00
Occupying a room for 2	56.00	75.00

* * *

The Board approved the increase in the fees for the MBA Program in the College of Business Administration to conform with the approved fees for the Industrial Relations Program of the ALEC, as follows:

	From	*To*
Tuition fees	₱35.00/unit	₱50.00/unit
Miscellaneous fees	153.00/trimester	175.00/semester for the MBA Day Program only

The increased fees will be effective beginning the school year 1976-1977.

AD HOC REVIEW COMMITTEE FOR MARINE SCIENCES CENTER

The Board authorized the Director of the Marine Sciences Center to constitute an *Ad Hoc* Review Committee for each research proposal submitted to the Center, with the Director serving as *ex-officio* secretary of each committee whether or not he is a member thereof, with the following added provisos:

a. Membership in the *Ad Hoc* Review Committee shall be limited to three (3);
b. No member of the Advisory-Executive Council of the Marine Sciences Center shall be in the *Ad Hoc* Review Committee.

In this connection, the Board approved the payment of an honorarium of ₱50.00 to each member of the Committee per proposal reviewed, with the exception of the Director of the Center who may serve in this capacity as a natural consequence of his office. This provision shall be retroactive to include two project proposals that have been reviewed.

CHANGES IN POSITION TITLES AT THE PHILIPPINE GENERAL HOSPITAL

The Board approved changes in some position titles in the medical staff at the Philippine General Hospital (PGH), as follows:

Present Titles & Salary Range	*Recommended Titles & Salary Range*
Clinical Trainee (first year underboard), Range 5	Clinical Trainee, Range 5
Clinical Trainee Registered (first year board certified), Range 6	Resident Physician Trainee I, Range 6
Resident Physician (2nd year), Range 7	Resident Physician Trainee II, Range 7
Resident Physician (3rd year), Range 7	Resident Physician Trainee II, Range 7
Resident Physician (4th year), Range 8	Resident Physician Trainee III, Range 8
Resident Physician (5th year), Range 8	Resident Physician Trainee III, Range 8
Chief Resident Physician (Range 9)	Chief Resident Physician Trainee, Range 9

It is understood that there shall still exist a class of Clinical Trainee (Range 5) in the University Index of Administrative Classes for first year underboard physician trainees.

The above changes were made to fit into the existing salary scales of the University.

INCENTIVES TO ATTRACT FACULTY AND PERSONNEL TO REGIONAL UNITS

The Board approved the following incentives to attract faculty and personnel to the regional units:

a. 30% incentive allowance;
b. 2-step salary increase for U.P./faculty/personnel (transferees from other universities will be assigned their equivalent ranks for purposes of computation) but not automatic promotion in rank.
c. ₱300.00 housing allowance for out-of-town recruits.

The above incentives are subject to the following guidelines:

a. The incentives apply to academic and academic non-teaching personnel.
b. The 30% incentive allowance is based on the basic salary to be adjusted as the salary changes, but not to exceed 30% of the salary rate of Associate Professor VI.
c. The transportation to be provided for resettlement to the regional units covers only one-way for all members of the family.
d. There is a ₱50.00 monthly allowance for each dependent child, but not to exceed four (4), plus a ₱50.00 monthly allowance for the spouse.
e. The faculty recruit/transferee should render at least two (2) years' service in the Regional Unit.
f. The living allowance applies to incumbents within the U.P. System who are outside the region, and to those who transfer from one regional unit to another, provided the regional unit is his original base.
g. All incentives, except the 2-step salary increase, shall cease the moment the faculty member goes back to Diliman, UPLB, or Manila.
h. The dean shall have the discretion to apply the incentives.
i. The incentives are effective upon approval.

DEFERMENT OF EFFECTIVITY OF RESIDENCE HALL RULE ON TENURE OF RESIDENCE

The Board amended Section II, C of the new Residence Hall Rules approved at its 871st meeting on 29 April

1976, such that its effectivity is postponed for one (1) semester only for both undergraduate student residents entering their fifth year in the dormitory in the last semester of academic year 1976-1977 and for graduate student residents. This will allow students in five-year degree programs and graduate students a sufficient adjustment period.

Section II, C of the new Residence Hall Rules reads as follows:

"Section II—ACCOMMODATIONS

x x x

"C. Until more accommodations are available, tenure of residency shall be:

"1. Undergraduate student resident may be allowed to stay in the residence hall/s not exceeding four years.

"2. A graduate student resident may be allowed to stay in residence hall/s for a maximum of 2 years."

ESTABLISHMENT OF PILOT RURAL EXTENSION OFFICE FOR SMALL AND MEDIUM INDUSTRIES

The Board approved the establishment of a Pilot Rural Extension Office for Small and Medium Industries in the Institute for Small-Scale Industries.

The extension office will be funded by the USAID for three (3) years.

The Board noted that the Georgia Institute of Technology and the ISSI previously entered into a memorandum of agreement signed by President Salvador P. Lopez on February 15, 1974 and the Institute was subsequently authorized by the former President to use U.P. branches as a base for operations of ISSI activities in the rural areas. This project therefore is partly an implementation of this cooperative project with the Georgia Institute of Technology. No additional funds will be necessary from the University.

UNIFORM MINIMUM RATE OF RESEARCH HONORARIUM

The Board approved the uniform minimum rate of research honorarium for members of the faculty and payment of a monthly research honorarium (instead of on quarterly basis), as recommended by the University Research Council, to wit:

a. 25% of the basic salary of the faculty member for researches funded by internal (U.P.) and local agencies as well as for those funded by foreign foundations;

b. A member of the faculty with more than one (1) research project may be given honoraria for all his projects, subject to approval by the President or the Chancellor, notwithstanding Section 16 of the Rules on Teaching Load, Community Service and Outside Activities of University Personnel approved by the Board at its 839th meeting, 29 November 1973; and

c. Research honoraria shall be paid on a monthly basis (instead of the present quarterly schedule), provided a semi-annual report shall be required for payment of the sixth monthly honorarium, and an annual report for the twelfth monthly honorarium.

REVISED MONTHLY RATES IN UPLB RESIDENCE HALLS

The Board approved the revised monthly rates in the UPLB residence halls effective at the start of the academic year 1976-1977, as follows:

(1) *Men's and Women's Residence Halls and International House* —		
New Unit		*Monthly Rate/Persons*
Students	(5 to a room)	₱27.00
	(4 to a room)	30.00
	(3 to a room)	33.00
	(2 to a room)	45.00
Old Unit (Men's Residence Hall)		
Students	(5 to a room)	₱25.00
	(3 to a room)	27.00
	(2 to a room)	30.00
(2) *Forestry Residence Hall*		
Students	(5 to a room)	₱20.00
	(4 to a room)	25.00
(3) Staff Rates	(5 to a room)	₱40.00
	(4 to a room)	45.00
	(2 to a room)	70.00
(4) Transients/Guests		
(a) Individual	— with beddings	10.00/person/day
	— without beddings	7.00 " "
(b) Group Accommodation	— with beddings	9.00 " "
	— without beddings	6.00 " "
(c) The following shall enjoy a discount of 50 per cent of the transient rate for the use of student rooms: Parents of residents; Student groups sponsored by UPLB colleges or units		
(d) Students who are not enrolled for *summer* and have to stay in the dormitory for meritorious reason shall enjoy a discount of 60 per cent of the transient rate.		
(5) Storage Fee		
"Students' personal belongings (limited to 5 boxes)		₱0.35/day
Per piece of equipment and appliance		₱0.50 /day

The above rates supersede the existing monthly rates and daily fees in the UPLB residence halls.

PRESIDENTIAL DECISIONS

The President approved the following appointments, reappointments, renewals of appointment, promotions, increases in salary, and other related matters:

Adelina B. Abad Santos, promotion in rank and salary from Instructor IV to Assistant Professor I of Nursing, School of Nursing, Philippine General Hospital, effective June 1, 1976.

Rene B. Abarcar, adjustment of honorarium for additional assignment as Senior Research Engineer, Industrial Research Center, College of Engineering, effective February 1, 1976 until May 31, 1976; renewal of additional assignment as Senior Research Engineer, Industrial Research Center, College of Engineering, effective June 1, 1976 until May 31, 1977.

Herminio A. Abcede, adjustment of honorarium for additional assignment as Senior Research Engineer, Industrial Research Center, College of Engineering, effective February 1, 1976 until May 31, 1976; renewal of additional assignment as Senior Research Engineer, Industrial Research Center, College of Engineering, effective June 1, 1976 until May 31, 1977.

Germelino F. Abito as Chairman, Department of Physics, College of Arts and Sciences, effective May 1, 1976 until April 30, 1979.

Pedro R. Acierto, extension of additional assignment as Acting Chairman, Department of Community Development, Institute of Social Work and Community Development, effective April 16, 1976 until November 11, 1976.

Rachelle C. Agustin, reclassification of position with promotion in rank and salary from Senior Research Assistant to Research Associate, Local Government Center, College of Public Administration, effective June 1, 1976.

Estrella F. Alabastro, extension of additional assignment as Chairman, Department of Food Science and Nutrition, College of Home Economics, effective July 1, 1976 until April 30, 1977.

Maria Corazon J. Alejo, renewal and transfer to non-substitute status as Instructor III in Humanities, College of Arts and Sciences, effective June 1, 1976 until May 31, 1977.

Reynaldo A. Alhambra as Lecturer in Political Science, U.P. College Baguio, effective April 1, 1976 until May 31, 1976.

Edith P. Alikpala, renewal and transfer to non-substitute status as Instructor I in Zoology, College of Arts and Sciences, effective June 1, 1976 until May 31, 1977.

Josefina R. Almonte as Instructor in Surgery (part-time), College of Medicine, without compensation, and Resident Physician, Philippine General Hospital, effective May 1, 1976 until May 31, 1976; renewal of appointment as Instructor in Surgery (part-time), College of Medicine, without compensation, and Resident Physician, Philippine General Hospital, effective June 1, 1976 until May 31, 1977.

Ignacito U. Alvizo, promotion in rank from Management Specialist I to Management Specialist II, Institute for Small-Scale Industries, effective July 1, 1976.

Andrew L. Arrieta, increase in salary as Law Researcher I, Law Center, effective April 1, 1976 until June 30, 1976; transfer to permanent status as Law Researcher I, Law Center, effective April 1, 1976.

Basilisa C. Arroyo as Law Researcher II, Law Center, effective April 1, 1976 until June 30, 1976.

Fides C. Asensio, increase in salary from Assistant Professor I to Assistant Professor III of Voice, College of Music, effective June 1, 1976.

Imelda A. Asoy, renewal and transfer to non-substitute status as Instructor I in Mathematics, College of Arts and Sciences, effective June 1, 1976 until May 31, 1977.

Edgardo G. Atanacio as Instructor I in Industrial Engineering, College of Engineering, effective June 1, 1976 until May 31, 1977.

Froilan M. Bacuñgan, renewal of additional assignment as Chairman, Planning and Steering Committee, Philippine Jurisprudence Project, Law Center, effective July 1, 1976 until December 31, 1976.

Jose Y. Bantigue, transfer from ISSI and reclassification of position from Management Specialist II to Assistant Professor III of Political Science, U.P. College Tacloban, effective April 1, 1976 until May 31, 1976.

Flora May Q. Baquiran as Lecturer in Sociology and Psychology, U.P. College Baguio, effective April 1, 1976 until May 31, 1976.

Raymundo Baquiran, renewal of appointment as Instructor I in Mathematics, College of Arts and Sciences, effective June 1, 1976 until the return of Wilfredo Valenzuela from a leave of absence, but not later than May 31, 1977.

Antonio R. Bautista, reappointment as Professorial Lecturer in Legal Bibliography, College of Law, effective June 1, 1976 until May 31, 1977.

Esteban B. Bautista, renewal of additional assignment as Senior Lecturer in Law, College of Law, effective June 1, 1976 until May 31, 1977.

Lourdes P. Bayola, renewal of appointment with increase in salary from Instructor I to Instructor II in Microbiology and Public Health, College of Veterinary Medicine, effective June 1, 1976 until May 31, 1977.

Ruth O. Beltran, transfer from P.G.H. as Instructor I in Occupational Therapy, School of Allied Medical Professions, College of Medicine, effective April 16, 1976 until the return of Marite G. Belarmino from a leave of absence, but not later than May 31, 1976.

Yolanda M. Beltran as Lecturer in Filipino, High School Department, U.P. College Cebu, effective June 1, 1976 until May 31, 1977.

Regano G. Benito, adjustment of honorarium for additional assignment as Associate Research Engineer, Industrial Research Center, College of Engineering, effective February 1, 1976 until May 31, 1976; renewal of additional assignment as Associate Research Engineer, Industrial Research Center, College of Engineering, effective June 1, 1976 until May 31, 1977.

Demetria C. Bongga, reappointment to additional assignment as Officer-in-Charge, College of Home Economics, effective May 14, 1976 until the return of Aurora G. Corpuz from a special detail abroad, but not later than July 30, 1976.

Ernesto S. Borromeo, renewal of additional assignment as Faculty Supervisor for Grounds and Buildings, U.P. College Iloilo, effective May 1, 1976 until the appointment of a full-time Physical Plant Supervisor, but not later than April 30, 1977.

Avelino P. Bucaoto, renewal of appointment and transfer to non-substitute status as Instructor III in Mathematics, U.P. College Baguio, effective June 1, 1976 until May 31, 1977.

Rizalina S. Buenaventura, increase in salary from Assistant Professor I to Assistant Professor III of Violin, College of Music, effective June 1, 1976.

Jose Buenavides, renewal and transfer to non-substitute status as Instructor I in Mathematics, College of Arts and Sciences, effective June 1, 1976 until May 31, 1977.

Ann Patricia Burgess, renewal with promotion in rank from Lecturer to Senior Lecturer in Nutrition, Institute of Public Health, without compensation, effective August 1, 1976 until May 31, 1977.

Nenita A. Cabalfin, renewal of additional assignment as Chairman, Division of Social Sciences, U.P. College Iloilo, effective July 1, 1976 until May 31, 1977.

Jimmy F. Cabfit as Instructor in Surgery (part-time), College of Medicine, without compensation, and Resident Physician, Philippine General Hospital, effective May 1, 1976 until May 31, 1976; renewal of appointment as Instructor in Surgery (part-time), College of Medicine, without compensation, and Resident Physician, Philippine General Hospital, effective June 1, 1976 until May 31, 1977.

Angelita C. Camacho as Instructor IV in Community Health, Institute of Public Health, effective April 1, 1976 until May 31, 1976.

Romeo Z. Cayabyab, promotion in rank and salary from Lecturer to Senior Lecturer in Accounting, College of Business Administration, effective June 1, 1976 until May 31, 1977.

Maria Clara L. Campos, renewal of additional assignment as Benito Lopez Professor of Law, College of Law, effective June 1, 1976 until May 31, 1977.

Consuelo M. Cangco as Lecturer in Mathematics, College of Arts and Sciences, effective April 2, 1976 until May 31, 1976.

Virgilio C. Canlas, renewal of additional assignment as Secretary, Institute of Public Health, effective May 1, 1976 until April 30, 1979.

Dante B. Cantiller, adjustment of honorarium for additional assignment as Associate Research Engineer, Industrial Research Center, College of Engineering, effective February 1, 1976 until May 31, 1976; renewal of additional assignment as Associate Research Engineer, Industrial Research Center, College of Engineering, effective June 1, 1976 until May 31, 1977.

Magdalena Cantoria, reappointment to additional assignment as Chairman, Department of Pharmacy, College of Pharmacy, effective July 1, 1976 until April 30, 1979.

Rodolfo M. Casiple, adjustment of honorarium for additional assignment as Senior Research Engineer, Industrial Research Center, College of Engineering, effective February 1, 1976 until May 31, 1976; renewal of additional assignment as Senior Research Engineer, Industrial Research Center, College of Engineering, effective June 1, 1976 until May 31, 1977.

Lorenzo C. Chan, renewal of additional assignment as Project Leader of the Research Project titled "Study of Dynamics in Broken U (6)", Natural Science Research Center, effective January 1, 1976 until December 31, 1976.

Manuel Chua Chiaco, Jr. as Instructor in Surgery (part-time), College of Medicine, without compensation, and Resident Physician, Philippine General Hospital, effective May 1, 1976 until May 31, 1976; renewal of appointment as Instructor in Surgery (part-time), College of Medicine, without compensation, and Resident Physician, Philippine General Hospital, effective June 1, 1976 until May 31, 1977.

Ofelia Cipriano as Lecturer in Food Science and Nutrition, College of Home Economics, effective March 15, 1976 until May 31, 1976.

Eliseo C. Clamor, renewal of additional assignment as Band Director, Department of Military Science and Tactics (Army), effective June 1, 1976 until December 31, 1976.

Alicia M. L. Coseteng as Project Leader of the Folk Media Project, Institute of Mass Communication, effective January 14, 1976 until May 14, 1976.

William Cowper, adjustment of honorarium for additional assignment as Associate Research Engineer, Industrial Research Center, College of Engineering, effective February 1, 1976 until May 31, 1976; renewal of appointment as Associate Research Engineer, Industrial Research Center, College of Engineering, effective June 1, 1976 until May 31, 1977.

Lorelei T. Crisologo as Lecturer in Political Science and Economics, U.P. College Baguio, effective April 1, 1976 until May 31, 1976.

Benjamin C. Cruz, promotion in rank and salary from Instructor I (part-time) to Assistant Professor I (part-time), College of Medicine, and Attending Otorhinolaryngologist, Philippine General Hospital, effective April 1, 1976 until May 31, 1976.

Ma. Christina F. Cruz, reappointment as Lecturer in Spanish, College of Arts and Sciences, effective June 1, 1976 until May 31, 1977.

Ibarra E. Cruz, adjustment of honorarium for additional assignment as Senior Research Engineer, Industrial Research Center, College of Engineering, effective February 1, 1976 until May 31, 1976; renewal of appointment as Senior Research Engineer, Industrial Research Center, College of Engineering, effective June 1, 1976 until May 31, 1977.

Lourdes O. Cruzate as Management Specialist II, College of Public Administration, effective May 3, 1976 until June 30, 1976.

Lilian V. Cuanang, reappointment to additional assignment as Lecturer in Chemical and Medical Bibliography, College of Pharmacy, effective June 1, 1976 until October 7, 1976.

Saturnino M. Damasco, increase in transportation allowance as Professorial Lecturer in Mathematics, College of Arts and Sciences, effective February 1, 1976 until May 31, 1976.

Petronilo Bn. Daroy, reclassification and renewal of additional assignment as Chairman, Department of Filipino and Philippine Languages, College of Arts and Sciences, effective May 1, 1976 until April 30, 1979.

Rogelio T. Datuin, reappointment as Senior Lecturer in Geology and Geography, College of Arts and Sciences, effective June 1, 1976 until September 30, 1976.

Eliseo A. de Guzman, renewal of appointment as Project Director, UPPI-SELFERT Project, Population Institute, effective January 2, 1976 until June 30, 1976.

Ligaya de Guzman, increase in salary as Resident Adviser, Kalayaan Residence Hall, Student Auxiliary Services, effective December 1, 1975 until June 30, 1976.

Ilona G. de Jesus, renewal and transfer to non-substitute status as Instructor I in English, University High School, College of Education, effective June 1, 1976 until May 31, 1977.

Nora B. del Rosario, renewal of appointment and transfer to non-substitute status as Instructor I in Chemistry, College of Arts and Sciences, effective June 1, 1976 until May 31, 1977.

Esperanza J. de Ocampo, increase in salary as Research Associate, Department of Pharmacology, College of Medicine, effective June 1, 1976.

Lina G. Demonteverde as Psychiatric Social Worker (part-time), College of Medicine, effective January 1, 1976 until June 30, 1976.

Bienvenido S. Dimaano, adjustment of honorarium for additional assignment as Senior Research Engineer, Industrial Research Center, College of Engineering, effective February 1, 1976 until May 31, 1976; renewal of additional assignment as Senior Research Engineer, Industrial Research Center, College of Engineering, effective June 1, 1976 until May 31, 1977.

Samson G. Divinagracia, renewal of additional assignment as Social Sciences Coordinator, High School Department, U.P. College Iloilo, effective June 1, 1976 until May 31, 1977.

Estrella F. Dungog, promotion in rank and salary from Instructor V to Assistant Professor II of Nursing, School of Nursing, Philippine General Hospital, effective May 1, 1976.

Nenita L. Eballa, renewal of appointment and transfer to non-substitute status as Instructor I in Social Studies, University High School, College of Education, effective June 1, 1976 until May 31, 1977.

Lauro O. Escobar, renewal of supplementary appointment as Consultant in Neurophysiology, University Health Service, effective July 1, 1976 until December 31, 1976.

Celso M. Estrella, automatic pre-retirement increase in salary from Associate Professor I to Associate Professor IV of Strings and Chamber Music, College of Music, effective April 1, 1976.

Oscar L. Evangelista, renewal of additional assignment as Assistant Dean of Students, Office of Student Affairs, effective July 1, 1976 until June 30, 1977.

Herminia R. Fajardo, extension of additional assignment as Officer-in-Charge, Institute for Small-Scale Industries, effective May 11, 1976 until the return of Paterno V. Viloria from a special detail abroad, but not later than May 16, 1976.

Myrna S. Feliciano, renewal of additional assignment with increase in salary as Senior Lecturer in Law, College of Law, effective June 1, 1976 until May 31, 1977.

Gloria A. Fernandez, reappointment as Assistant Professor I of Community Development, Institute of Social Work and Community Development, effective April 15, 1976 until May 31, 1976.

Honrado R. Fernandez, renewal and reclassification of position from Lecturer to Instructor III in Architecture, College of Architecture, effective June 1, 1976 until May 31, 1977.

Enrique M. Fernando, renewal of supplementary appointment as Malcolm Professor of Constitutional Law, College of Law, effective June 1, 1976 until May 31, 1977.

Elmer M. Ferrer, reclassification of position from Research Assistant to Instructor II in Community Development, Institute of Social Work and Community Development, effective April 2, 1976 until May 31, 1976.

Teodorico F. Festin, adjustment of honorarium for additional assignment as Senior Research Engineer, Industrial Research Center, College of Engineering, effective February 1, 1976 until May 31, 1976; renewal of additional assignment as Senior Research Engineer, Industrial Research Center, College of Engineering, effective June 1, 1976 until May 31, 1977.

Cecilia A. Florencio, renewal of additional assignment as Consultant Dietitian, University Health Service, effective July 1, 1976 until December 31, 1976.

Minda J. Formacion, promotion in rank and salary from Instructor III to Assistant Professor I of Zoology, U.P. College Iloilo, effective June 1, 1976.

Rosita G. Galang as Instructor II in English, College of Arts and Sciences, effective June 1, 1976 until the return of Adoracion Velasco from a leave of absence, but not later than May 31, 1977.

Ruben A. Garcia, adjustment of honorarium for additional assignment as Senior Research Engineer, Industrial Research Center, College of Engineering, effective February 1, 1976 until May 31, 1976; renewal of additional assignment as Senior Research Engineer, Industrial Research Center, College of Engineering, effective June 1, 1976 until May 31, 1977.

Jose C. Gatchalian, Jr., reclassification of position with increase in salary from Training Specialist II to Assistant Professor IV of Industrial Relations, Asian Labor Education Center, effective April 1, 1976 until December 31, 1976.

Haydee Geduspan, increase in salary from Instructor I to Instructor III in Chemistry, U.P. College Iloilo, effective December 1, 1975 until May 31, 1976.

Celia A. Genio, renewal of appointment and transfer to part-time status with increase in salary as

Instructor IV in Ophthalmology (part-time), College of Medicine, and Attending Ophthalmologist, Philippine General Hospital, without compensation, effective July 1, 1976 until May 31, 1977.

Raquel M. Gochioco, renewal of appointment and transfer to non-substitute status as Instructor I in English, University High School, College of Education, effective June 1, 1976 until May 31, 1977.

Jose C. Gonzales as Instructor in Surgery (part-time), College of Medicine, without compensation, and Resident Physician, Philippine General Hospital, effective May 1, 1976 until May 31, 1976; renewal of appointment as Instructor in Surgery (part-time), College of Medicine, without compensation, and Resident Physician, Philippine General Hospital, effective June 1, 1976 until May 31, 1977.

Agnes Gonzales-Bonus, transfer to another item with increase in salary from Instructor I to Instructor III in Psychiatry (part-time), College of Medicine, and Attending Psychologist, Philippine General Hospital, without compensation, effective May 1, 1976 until March 31, 1977.

Rosario G. Gregorio, renewal of appointment with increase in salary as Lecturer in Mathematics and Economics, U.P. College Manila, effective June 1, 1976 until May 31, 1977.

Cynthia O. Guerrero, renewal of appointment and transfer to non-substitute status as Instructor I in Mathematics, College of Arts and Sciences, effective June 1, 1976 until May 31, 1977.

Perfecto K. Guerrero, adjustment of honorarium for additional assignment as Senior Research Engineer, Industrial Research Center, College of Engineering, effective February 1, 1976 until May 31, 1976; renewal of additional assignment as Senior Research Engineer, Industrial Research Center, College of Engineering, effective June 1, 1976 until May 31, 1977.

Leticia Barbara Gutierrez as Chairman, Department of Industrial Pharmacy, College of Pharmacy, effective July 1, 1976 until April 30, 1977.

Sulpicio G. Guevara, renewal of additional assignment as Member, Planning and Steering Committee, Philippine Jurisprudence Project, Law Center, effective July 1, 1976 until December 31, 1976.

Della A. Ibabao, increase in salary from Instructor III to Instructor IV in Chemistry, High School Department, U.P. College Iloilo, effective June 1, 1976 until May 31, 1977.

Esperanza Icasas-Cabral as Clinical Assistant Professor, College of Medicine, without compensation, effective May 1, 1976 until May 31, 1977.

Violeta S. Ignacio, reclassification of position from Lecturer to Instructor II in History, U.P. Extension Division Clark Air Base, effective February 2, 1976 until December 31, 1976.

Herminia A. Ilano, increase in salary from Assistant Professor I to Assistant Professor III of Music, College of Music, effective June 1, 1976.

Eleanor Ma. A. Jacinto, renewal of appointment with increase in salary from Instructor I to Instructor II in Physical Therapy, School of Allied Medical Professions, College of Medicine, effective June 1, 1976 until May 31, 1977.

Neva A. Jardenil, renewal of additional assignment as Communication Arts Coordinator, High School Department, U.P. College Iloilo, effective June 1, 1976 until May 31, 1977.

Porfirio P. Jesuitas as Consultant, Project Element, College of Education, effective January 1, 1976 until September 30, 1976.

Marietta A. Jose, renewal of appointment and transfer to non-substitute status as Instructor I in Biology, University High School, College of Education, effective June 1, 1976 until May 31, 1977.

Wilfredo I. Jose, adjustment of honorarium for additional assignment as Associate Research Engineer, Industrial Research Center, College of Engineering, effective February 1, 1976 until May 31, 1976; renewal of additional assignment as Associate Research Engineer, Industrial Research Center, College of Engineering, effective June 1, 1976 until May 31, 1977.

Eliseo Rodrigo L. Kintanar, increase in salary as Senior Lecturer in Geology, College of Arts and Sciences, effective June 1, 1976 until October 31, 1976.

Przemyslaw Kranz as Special Lecturer in Mathematics, College of Arts and Sciences, effective April 12-13, 1976.

Evelyn B. Lacanienta as Lecturer in Chemistry, U.P. College Cebu, effective June 1, 1976 until May 31, 1977.

Alfredo Q. Lacuata, renewal of additional assignment as Resident Veterinarian, College of Veterinary Medicine, effective June 1, 1976 until May 31, 1977.

Elito F. Landicho as Instructor I, College of Veterinary Medicine, effective June 1, 1976 until May 31, 1977.

Lilia H. Laurel, renewal of additional assignment as Chairman, Department of European Languages, College of Arts and Sciences, effective April 20, 1976 until April 30, 1979.

Zozimo E. Lee, transfer to non-substitute status as Instructor I in Philosophy, College of Arts and Sciences, effective April 20, 1976 until May 31, 1976.

Perla Legaspi, increase in salary as Researcher I, Local Government Center, College of Public Administration, effective January 1, 1976.

Zenaida Z. Leonidas, renewal of additional assignment as Natural Sciences Coordinator, High School Department, U.P. College Iloilo, effective June 1, 1976 until May 31, 1977.

Florinda J. Lesaca as Consultant, Project Element, College of Education, effective January 1, 1976 until April 30, 1976.

Corazon M. Liamzon, promotion in rank and salary from Lecturer to Senior Lecturer in Accounting, College of Business Administration, effective June 1, 1976 until May 31, 1977.

Thomas Liang, adjustment of honorarium for additional assignment as Project Leader of a Research Project titled "On the Passive Matrix Inverse Scattering Problem," Natural Science Research Center, effective March 1, 1976 until May 31, 1976; renewal of appointment to additional assignment as Project Leader of Research Project titled "On the Passive Matrix

Inverse Scattering Problem," Natural Science Research Center, effective June 1, 1976 until November 30, 1976.

Jesusa S. Libutaque as Lecturer in Zoology, U.P. College Baguio, effective April 1, 1976 until May 22, 1976.

Georgina C. Lisk as Team Leader, Action Research Project on Learning for Teachers, College of Education, effective January 1, 1976 until September 30, 1976.

Ernesto C. Lolarga, renewal of appointment with adjustment of honorarium as Lecturer in Military Science, Department of Military Science and Tactics (Army), effective June 1, 1976 until December 31, 1976.

Nellie C. Lopez, transfer from College of Fisheries to College of Arts and Sciences as Assistant Professor I of Zoology, effective June 1, 1976.

Pedro Lorenzo, Jr. as Senior Lecturer in Health Education, College of Education, effective April 2, 1976 until May 31, 1976.

Apolinar S. Lorica, reappointment to additional assignment as Chairman, Department of Chemistry, College of Arts and Sciences, effective July 1, 1976 until April 30, 1979.

Rosario S. Lorrin, reappointment as Assistant Professor I of Community Development, Institute of Social Work and Community Development, effective June 1, 1976 until May 31, 1977.

Manuel P. Macapinlac, reappointment to additional assignment as Acting Chairman, Department of Biochemistry, College of Medicine, effective May 17, 1976 until the return of Solita Camara-Besa from a special detail abroad, but not later than June 30, 1976.

Raphia RB. Maglinao as Project Element Team Writer, College of Education, effective January 19, 1976 until September 30, 1976.

Melecio S. Magno as Acting Coordinator, Program "A" U.P.-N.S.D.B. Integrated Research Program, effective June 3, 1975 until September 24, 1975; reclassification of position for additional assignment from Acting Coordinator to Coordinator, Program "A" U.P.-N.S.D.B. Integrated Research Program, effective September 25, 1976 until April 30, 1976.

Roberto E. Magno as Associate Computer Programmer, Computer Center, effective April 19, 1976 until June 30, 1976; renewal of appointment as Associate Computer Programmer, Computer Center, effective July 1, 1976 until June 30, 1977.

Policarpio M. Magpili, extension of additional assignment as Acting Chairman, Department of Physical Therapy, School of Allied Medical Professions, College of Medicine, effective June 1, 1976 until the return of Aida Gonzales from a study leave, but not later than August 12, 1976.

Bernardino Q. Malabed, additional assignment as Senior Lecturer in Shop Course, College of Engineering, effective October 27, 1975 until March 10, 1976; reappointment to additional assignment as Senior Lecturer, Shop Course, College of Engineering, effective June 1, 1976 until May 31, 1977.

Rosario E. Maminta as Team Leader, Action Research Project on Learning for Teachers, College of Education, effective January 1, 1976 until September 30, 1976.

Felina G. Mapa, renewal of additional assignment as Chairman, Department of Mathematics, College of Arts and Sciences, effective May 10, 1976 until April 30, 1979.

Josefina T. Mariano as Chairman, Department of English, College of Arts and Sciences, effective May 1, 1976 until April 30, 1979.

Vicente D. Mariano, reclassification of position with increase in salary from Senior Research Assistant to Research Associate, Local Government Center, College of Public Administration, effective June 1, 1976.

Aleli B. Marcelino as Instructor I in Public Health, Comprehensive Community Health Program, effective May 4, 1976 until the return of Ronald Rogel from a local fellowship, but not later than May 31, 1977.

Cesar O. Marquez, increase in salary from Assistant Professor II to Assistant Professor III of Environmental Planning, Institute of Environmental Planning, effective March 1, 1976.

Edward M. Masa, increase in salary from Assistant Professor II to Assistant Professor IV of Management, U.P. College Iloilo, effective June 1, 1976.

E. Arsenio Manuel, extension of appointment as Chairman, Department of Anthropology, College of Arts and Sciences, effective May 1, 1976 until June 30, 1976.

Evelina A. Mejillano as Consultant, Paramedic Training Committee, Comprehensive Community Health Program, effective January 1, 1976 until February 29, 1976.

Marino M. Mena, adjustment of honorarium for additional assignment as Senior Research Engineer, College of Engineering, effective February 1, 1976 until May 31, 1976; renewal of additional assignment as Senior Research Engineer, Industrial Research Center, College of Engineering, effective June 1, 1976 until May 31, 1977.

Thelma L. Mendoza, reappointment as Chairman, Department of Social Work, Institute of Social Work and Community Development, effective May 5, 1976 until April 30, 1979.

Ramon D. Mercado as Lecturer in Public Administration, U.P. College Cebu, effective June 1, 1976 until May 31, 1977.

Aurora A. Miñoza, reappointment as Officer-in-Charge, College of Education, effective May 13, 1976 until the return of Paz G. Ramos from a special detail abroad, but not later than June 2, 1976.

Susan S. Navarro, reclassification of position and transfer to full-time status from Senior Lecturer to Assistant Professor I of Mathematics, School of Economics, effective April 1, 1976 until the return of Benjamin Diokno from a leave of absence, but not later than May 31, 1976.

Teresita Ll. Navarro, renewal of appointment with increase in salary from Instructor II to Instructor III in Humanities, U.P. College Baguio, effective June 1, 1976 until May 31, 1977.

Jaime U. Nierras, increase in salary from Instructor III to Instructor IV in Environmental Planning, Institute of Environmental Planning, effective March 1, 1976 until May 31, 1976.

Abelardo B. Nobleza, renewal of additional assignment as Youth Development and Citizenship Training Coordinator, High School Department, U.P. College Iloilo, effective June 1, 1976 until May 31, 1977.

Ernesto A. Nueva España, transfer from full-time to part-time status as Instructor I in Otorhinolaryngology, College of Medicine, and reclassification of position from Chief Resident to Attending Otorhinolaryngologist, Philippine General Hospital, without compensation, effective July 1, 1976 until June 30, 1977.

Beulah D. Nuval, renewal of additional assignment as Director, International Students Program, Office of Student Affairs, effective July 1, 1976 until June 30, 1977.

Manuel D. Orden as Lecturer in Sociology, U.P. College Baguio, effective April 1, 1976 until May 31, 1976.

Fidel C. Paderes, adjustment of honorarium for additional assignment as Associate Research Engineer, Industrial Research Center, College of Engineering, effective February 1, 1976 until May 31, 1976; renewal of additional assignment as Associate Research Engineer, Industrial Research Center, College of Engineering, effective June 1, 1976 until May 31, 1977.

Percival A. Pajel as Instructor IV in Physiology, College of Medicine, effective April 1, 1976 until the return of Santiago Guzman from a detail at the Philippine Heart Center for Asia, but not later than May 31, 1976.

Elena Panganiban, increase in salary as Researcher II, Local Government Center, College of Public Administration, effective January 1, 1976.

Rogelio A. Panlasigui, reappointment to additional assignment as Editor, Engineering Research Journal, College of Engineering, effective May 1, 1976 until April 30, 1977.

Vladimir Panlilio as Instructor I in Mechanical Engineering, College of Engineering, effective June 1, 1976 until May 31, 1977.

Mary Susie Flor Parel as Instructor I in Community Development, U.P. College Tacloban, effective March 15, 1976 until May 31, 1976.

Federico Pascual, Jr. as Lecturer in Journalism, Institute of Mass Communication, effective April 2, 1976 until May 31, 1976.

Ma. Milagros M. Pefianco as Lecturer in Community Development, U.P. College Tacloban, effective April 1, 1976 until May 31, 1976.

Grace P. Perdigon, renewal of additional assignment as Lecturer in Personnel Management, College of Home Economics, effective June 1, 1976 until May 31, 1977.

Consuelo V. Perez, renewal of appointment with increase in salary from Instructor III to Instructor IV in Spanish, U.P. College Manila, effective June 1, 1976 until May 31, 1977.

David V. Perez, Jr. as Coach of Women's Basketball Varsity Team, Institute of Sports, Physical Education and Recreation, effective April 1, 1976 until June 30, 1976.

Ernesto A. Presas, renewal of supplementary appointment as Special Lecturer in Martial Arts, Security Division, effective June 1, 1976 until November 30, 1976.

Ernesto M. Pernia, transfer from Population Institute and reclassification of position from Research Associate, without compensation, to Instructor IV in Economics, School of Economics, effective March 1, 1976 until May 31, 1976.

Pacita Ramos-Salceda, reclassification from "authority to teach" to additional assignment as Clinical Assistant Professor, College of Medicine, and Attending Psychiatrist, Philippine General Hospital, effective May 1, 1976 until May 31, 1977.

Tomas J. Ranada, transfer to permanent status as Management Specialist I, Institute for Small-Scale Industries, effective July 1, 1976.

Benjamin L. Ravena, renewal of additional assignment as Faculty Supervisor for Security and Head, Physical Education Department, U.P. College Iloilo, effective May 1, 1976 until April 30, 1977.

Mauricio R. Rayco, Jr., renewal of appointment and transfer to non-substitute status as Instructor I in Chemistry, College of Arts and Sciences, effective June 1, 1976 until May 31, 1977.

Carlos P. Reyes, promotion in rank from Instructor, without compensation, to Assistant Professor I of Otorhinolaryngology, College of Medicine (part-time), and Attending Otorhinolaryngologist, Philippine General Hospital, effective June 1, 1976 until May 31, 1977.

Lynda Angelica N. Reyes as Lecturer in Humanities, U.P. College Manila, effective June 7, 1976 until May 31, 1977.

Editha A. Reyes as Senior Lecturer in Finance, U.P. College Tacloban, effective June 1, 1976 until May 31, 1977.

Salvador F. Reyes, adjustment of honorarium for additional assignment as Senior Research Engineer, Industrial Research Center, College of Engineering, effective February 1, 1976 until May 31, 1976; renewal of additional assignment as Senior Research Engineer, Industrial Research Center, College of Engineering, effective June 1, 1976 until May 31, 1977.

Alejandro A. Rodriguez, reappointment as Consultant in Judo and Karate, U.P. College Baguio, effective June 10, 1974 until the return of Eminiano Cabreza from a local faculty fellowship, but not later than October 8, 1974.

Emerlinda R. Roman as Secretary, College of Business Administration, effective May 1, 1976 until April 30, 1977.

Flerida Ruth P. Romero, reappointment to additional assignment as Officer-in-Charge, Law Center, effective May 7, 1976 until the return of Froilan M. Bacuñgan from a special detail abroad, but not later than June 15, 1976.

Malaya C. Ronas as Chairman, Department of Political Science, College of Arts and Sciences, effective May 15, 1976 until April 30, 1979.

Dominador L. Rosell, reappointment as Professorial Lecturer in Geology and Geography, College of Arts and Sciences, effective June 1, 1976 until March 31, 1977.

Segundo V. Roxas, renewal of additional assignment as Director, Natural Science Research Center, effective May 1, 1976 until April 30, 1979; as Member, University Research Council, effective March 1, 1976 until October 31, 1977.

Gloria T. Sadsad, transfer from U.P. at Los Baños with increase in salary from Instructor II to Instructor IV in Development Communication, U.P. College Tacloban, effective May 16, 1976 until June 30, 1976.

Ildefonso B. Sadsad, reclassification of position with promotion in rank and salary from Senior Research Assistant to Research Associate, Institute of Social Work and Community Development, effective May 1, 1976; transfer from Institute of Social Work and Community Development with reclassification of position from Research Associate to Instructor IV in Community Development, U.P. College Tacloban, effective May 16, 1976 until June 30, 1976.

Hervé Saliou, reappointment as Visiting Lecturer in French, College of Arts and Sciences, without compensation, effective June 1, 1976 until May 31, 1977.

Bernarda P. Santiago, reappointment as Senior Lecturer in Special Education, College of Education, effective April 1, 1976 until May 31, 1976.

Herminia H. Santos, renewal of additional assignment as Secretary, Institute of Library Science, effective May 1, 1976 until April 30, 1979.

Rizalina B. Santos, renewal of additional assignment as Chairman, Department of Pharmaceutical Chemistry, College of Pharmacy, effective July 1, 1976 until April 30, 1979.

Angela P. Sarile, increase in salary from Instructor II to Instructor III in Speech, U.P. College Manila, effective June 1, 1976 until May 31, 1977.

Jonadab Sebastian, renewal of appointment and transfer to non-substitute status as Instructor I in Mathematics, College of Arts and Sciences, effective June 1, 1976 until May 31, 1977.

Carmencita S. Simpas, renewal of additional assignment as Coordinator, Student Personnel Services, U.P. College Iloilo, effective July 1, 1976 until May 31, 1977.

Santiago S. Simpas, extension of additional assignment as Secretary, College of Public Administration, effective May 1, 1976 until June 30, 1976.

Lucila P. Sobrepeña, increase in salary from Instructor III to Instructor IV in English, High School Department, U.P. College Iloilo, effective June 1. 1976 until May 31, 1977.

Jesucita L. Sodusta, automatic promotion from Instructor IV to Assistant Professor III of Anthropology, College of Arts and Sciences, effective February 2, 1976 until May 31, 1976.

Rafaela G. Solis, renewal of appointment and transfer to non-substitute status as Instructor II in Chemistry, College of Arts and Sciences, effective June 1, 1976 until May 31, 1977.

Estela M. Soriano, renewal of additional assignment as Arts and Crafts Coordinator, High School Department, U.P. College Iloilo, effective June 1, 1976 until May 31, 1977.

Clemente O. Sta. Romana, reappointment as Clinical Assistant Professor of Surgery (part-time), College of Medicine, and Attending Surgeon, Philippine General Hospital, without compensation, effective April 1, 1976 until May 31, 1976; renewal of appointment as Clinical Assistant Professor of Surgery (part-time), College of Medicine, and Attending Surgeon, Philippine General Hospital, without compensation, effective June 1, 1976 until May 31, 1977.

Carlos M. Suarez, reappointment as Lecturer in Spanish, College of Arts and Sciences, effective June 1, 1976 until May 31, 1977.

Fe P. Sumilong, reclassification of position with increase in salary from Researcher II to Management Specialist II, Local Government Center, College of Public Administration, effective January 1, 1976.

Ernesto J. Tabujara as Senior Design Engineer, U.P. Infrastructure Development Program, Office of the President, effective May 1, 1976 until June 30, 1976.

Ma. Bella R. Tan, reclassification of position from Lecturer to Instructor I in Mathematics, College of Arts and Sciences, effective June 1, 1976 until May 31, 1977.

Charles Tan, renewal of supplementary appointment as Project Director, UPPI-SELFERT Project, Population Institute, effective January 1, 1976 until May 31, 1976.

Mehritab Tekie, reappointment as Lecturer in Geography, U.P. College Manila, effective April 2, 1976 until May 31, 1976.

Concepcion P. Teodoro, transfer from the College of Education as Assistant Professor I of Voice, College of Music, effective June 1, 1976.

Lourdes Cornelia L. Tiambeng, renewal of appointment and transfer to full-time status as Instructor I in Family Life and Child Development, College of Home Economics, effective June 1, 1976 until the return of Emily Miao from a leave of absence, but not later than May 31, 1977.

Alfredo T. Traballo, Jr., increase in salary as Research Associate, Philippine General Hospital, effective June 1, 1976 until June 30, 1976.

Ma. Luisa F. Tuason, extension of additional assignment as Acting Secretary, Institute of Mass Communication, effective May 1, 1976 until December 31, 1976.

Cristina V. Turalba as Senior Design Architect, U.P. Infrastructure Development Program, Office of the President, effective May 1, 1976 until June 30, 1976.

Cynthia D. Turiñgan as Officer-in-Charge, Research and Publications, Institute of Environmental Planning, effective May 1, 1976 until June 30, 1976.

Juan B. Uy, renewal of additional assignment as Jose E. Velmonte Professor of Business Administration, College of Business Administration, effective July 1, 1976 until June 30, 1977.

Nancy G. Uy as Officer of Student Relations, College of Business Administration, effective May 1, 1976 until April 30, 1977.

Jose R. Valdecañas, increase in salary from Assistant Professor V to Assistant Professor VI of Environmental Planning, Institute of Environmental Planning, effective March 1, 1976.

Rufino L. Vallente as Lecturer in Shop Course, College of Engineering, effective June 1, 1976 until May 31, 1977.

Eva Minerva D. Ventura, extension of additional assignment as Chairman, Department of Political Science, College of Arts and Sciences, effective April 24, 1976 until May 14, 1976.

Angelina C. Vera as Lecturer in History, U.P. College Manila, effective April 2, 1976 until May 31, 1976.

Jose Vera Santos as Project Leader in a Research Project titled "Taxonomic Studies of Philippine Gramineae," Natural Science Research Center, without compensation, effective February 1, 1976 until January 31, 1977.

Norberto S. Vila, adjustment of honorarium for additional assignment as Senior Research Engineer, Industrial Research Center, College of Engineering, effective February 1, 1976 until May 31, 1976; renewal of additional assignment as Senior Research Engineer, Industrial Research Center, College of Engineering, effective June 1, 1976 until May 31, 1977.

Aurora Villarroel, transfer from the School of Economics as Assistant Professor III of Economics, U.P. College Baguio, effective April 1, 1976.

Susan B. Villegas as Officer-in-Charge, Department of Occupational Therapy, School of Allied Medical Professions, College of Medicine, effective April 7, 1976 until the return of Zielfa B. Maslin from a maternity leave, but not later than June 5, 1976.

Francisco L. Viray as National Power Corporation Assistant Professor of Power I, College of Engineering, effective May 1, 1976 until April 30, 1977.

Polly Wee, reclassification of position from Lecturer to Instructor I in Mathematics, College of Arts and Sciences, effective June 1, 1976 until May 31, 1977.

Julita I. Yabes as Chairman, Department of Public Health Administration, Institute of Public Health, effective May 12, 1976 until April 30, 1979.

Haydee B. Yorac, renewal of additional assignment with increase in salary as Senior Lecturer in Law, College of Law, effective June 1, 1976 until May 31, 1977.

SEPARATIONS FROM THE SERVICE

Resignations

Trinita P. Araullo-Cruz as Assistant Professor, Department of Parasitology, Institute of Public Health, effective March 1, 1976.

Eddie T. Baldoria as Chief, Promotion and Distribution Section, University Press, effective May 1, 1976.

Carmencita Bognot as Draftsman, Infrastructure Development Program, Office of the President, effective May 23, 1976.

Erlinda Chan as Draftsman, Infrastructure Development Program, Office of the President, effective May 23. 1976.

Simeon de la Cruz as Linotypist, University Press, effective May 4, 1976.

Miguelito Gayanilo as Instructor I, Department of Pathology, College of Medicine, effective May 1, 1976.

Milagros V. Gregorio as Secretary, College of Business Administration, effective May 1, 1976.

Rebecca Jaime as Research Assistant, School of Economics, effective May 14, 1976.

Tristan Noriega, Jr. as Civil Engineer, Physical Plant Office, effective May 7, 1976.

Minerva O. Osera as Dental Clinic Attendant, University Health Service, effective May 1, 1976.

Nancy Rocamora as Instructor, College of Arts and Sciences, effective May 1, 1976.

Malaya C. Ronas as Secretary, U.P. Extension Division Clark Air Base, effective May 22, 1976.

Patricia Sta. Maria-Fernandez as Instructor I, Department of Pathology, College of Medicine, effective May 1, 1976.

Meliton Tanhehco as Instructor and Senior Resident, Department of Psychiatry, College of Medicine, effective May 3, 1976.

Delfin Tumibay as Assistant Professor and Chairman, Department of Veterinary Medicine and Surgery, College of Veterinary Medicine, effective May 1, 1976.

Teresita Villena as Research Assistant, Department of Chemistry, College of Arts and Sciences, effective May 3, 1976.

Retirements

Nicolas R. Cuevo as Administrative Officer, College of Fisheries, effective May 1, 1976.

Oscar Hormillosa as Community Relations Officer, U.P. College Iloilo, effective May 1, 1976.

Manuel T. Lacson as Chief, Records Section, Office of General Services, effective May 1, 1976.

CONTRACTS AND AGREEMENTS

The Board *confirmed* the following contracts and agreements at its 872nd meeting on 27 May 1976:

1. Memorandum of Agreement with the Dangerous Drugs Board (DDB)

A memorandum of agreement was entered into between the Dangerous Drugs Board and the U.P. (for the College of Medicine), whereby the University shall undertake a project titled "Pharmacologic and Behavioral Effects of the Philippine Marijuana" to be funded by the DDB. The Project shall be undertaken for a period of three (3) years, extension thereof being at the discretion of the DDB.

2. Memorandum of Agreement with the Department of Natural Resources

A memorandum of agreement was entered into between the U.P. (for the Natural Science Research Center) and the Department of Natural Resources involving the conduct and survey and identification of the endemic, endangered, rare vanishing and most economically important species of the Philippine fauna and flora of specified groups, for which the DNR will provide operational costs for three (3) years, to be expended exclusively according to the Project Line Item Budget dated 13 April 1976.

3. Memorandum of Agreement with the Population Center Foundation

A memorandum of agreement was entered into between the U.P. (for the Community Development Research Council) and the Population Center Foundation, in coordination with the Population Commission, for the joint undertaking of a project titled "Social-Psychological Factors Relating to Fertility Decision" for a period of one (1) year, from 1 April 1976 to 31 March 1977.

4. Memorandum of Agreement with the Population Center Foundation

A memorandum of agreement was entered into between the U.P. (for the Institute of Mass Communication) and the Population Center Foundation, in coordination with the Commission of Population, whereby the University will undertake the publication of the book "Family Planning Communication Studies in the Philippines, an Anthology." The Commission, through funds deposited with the Foundation, will subsidize the printing of the book, payable to the University or directly to the U.P. Press. Payment will be made in full upon delivery and receipt of one thousand (1000) copies of the book.

5. Contracts Entered Into Between UPLB and Outside Agencies

The Board *confirmed* the following memoranda of agreement between the U.P. at Los Baños and outside agencies and approved by the President:

a. *Memoranda of Agreement with the International Development Research Center (IDRC)*

The agreements pertain to the research projects:
1. Post-Harvest Rice Technology; and
2. Fish Processing.

b. *Memorandum of Agreement with Spencer Foundation, Inc. (SFI)*

Under the memorandum of agreement the UPLB agrees to undertake under an SFI grant for a period of five (5) years a research project on cacao, cassava and beef cattle.

c. *Memorandum of Agreement with the Forest Research Institute (FORI)*

The agreement provides for the leasing of some parcels of land, with an aggregate area of approximately 49.278 hectares within the immediate vicinity of the College of Forestry to the FORI for its research purposes for a period of twenty-five (25) years, renewable upon mutual consent of the parties.

This agreement cancels and terminates the memorandum of agreement entered into between the U.P. and the Department of Natural Resources (then Department of Agriculture and Natural Resources) on 10 October 1968 which was confirmed by the Board of Regents at its 776th meeting on 29 November 1968.

d. *Memorandum of Agreement with the Rural Development Foundation, Inc. (RDF)*

A memorandum of agreement was entered into with the Rural Development Foundation, Inc. whereby the parties pledge to cooperate in the conduct of action-research and extension programs for rural development to be implemented by the UPLB and with the RDF as the funding agency. Funds appropriated in support of programs approved under this agreement shall be deposited with the Los Baños Rural Bank, Inc., College, Laguna, under the name UPLB-RDF Special Fund for Rural Development. Disbursements from the fund, which shall include honoraria of project and/or study leaders and salaries of project personnel, shall be made in accordance with policies of the UPLB.

e. *Agreement with the Agricultural Development Council (ADC)*

The Board confirmed the renewal and extension of the Project Agreement with the Agricultural Development Council (ADC) extending the effectivity of the project agreement to 1 August 1979, and the assignment of Dr. Robert E. Evenson as Visiting Professor in the Institute of Agricultural Development and Administration to assist in the development of teaching and research in agricultural economics. In case of the non-availability of Dr. Evenson during the life of the Agreement, a replacement shall be selected by the ADC in consultation with the UPLB.

The Board noted that the original project agreement was entered into between the U.P. and the ADC (then the Council on Economic and Cultural Affairs, Inc., New York) and confirmed by the Board at its 713th meeting on 6 September 1963.

PLS. RETURN TO OSU RECORDS

UNIV. of the Philippines
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U.P. Gazette

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873rd Meeting, 24 June 1976

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UNIVERSITY OF THE PHILIPPINES

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ADMINISTRATIVE ISSUANCES

EXECUTIVE ORDER

Executive Order No. 1: Extension of the Term of the Committee on Student Affairs (Comsa I)

In order to assure continuity of student participation in programs and activities that affect student interest and welfare, the terms of the present members of the Committee on Student Affairs (Comsa I) are hereby extended until a new Comsa (II) is approved by this Office.

The members whose terms are extended are those in the present COMSA I officially recognized as such during the preceding second semester of the academic year 1975-1976 and duly enrolled and in good standing through the summer session 1975-1976 and/or in the first semester of the academic year 1976-1977.

Such rules and regulations, except those on elections, as are contained in Executive Order No. 8 shall continue to be binding.

This order shall be effective immediately.

9 June 1976

(Sgd.) EMANUEL V. SORIANO
Officer-in-Charge

ADMINISTRATIVE ORDERS

Administrative Order No. 16: Detail to Department of European Languages

Pursuant to the President's instructions, and in accordance with her conversations today with the Officer-in-Charge of the Office of the Vice-President for Academic Affairs regarding this matter, Dr. Araceli Pons Garcia is hereby detailed to the Department of European Languages of the College of Arts and Sciences, effective 3 June 1976 until further notice.

Please be guided accordingly.

3 June 1976

Administrative Order No. 17: Designation as Officer-in-Charge of the Instituto de Español

Pursuant to the President's instructions, and in accordance with her conversations today with the Officer-in-Charge of the Office of the Vice-President for Academic Affairs regarding this matter, Dr. Lilia H. Laurel is hereby designated Officer-in-Charge of the Instituto de Español, without additional compensation, effective 3 June 1976 until further notice.

Please be guided accordingly.

3 June 1976

Administrative Order No. 20: Appointment of Acting Editor of the Philippine Collegian

In accordance with the recommendation of the Faculty Adviser and the Revised Rules and Regulations Governing the *Philippine Collegian* as approved by the Board of Regents at its 861st meeting on 29 May 1975, Mr. Gerardo Anigan is hereby appointed Acting Editor of the *Philippine Collegian* effective 14 June 1976, until a new Editor has been chosen by the Board of Judges in accordance with existing rules governing the *Philippine Collegian*.

This appointment shall be subject to the following conditions:

1. There shall not be more than three (3) issues under his incumbency.
2. The first or second issue under his incumbency must include the announcement from the Board of Judges of the details of the examination for the new *Collegian* editor.
3. The attached memorandum shall be published in all three issues during his incumbency.

Please be guided accordingly.

11 June 1976

Administrative Order No. 21: Appointment of Business Manager of the Philippine Collegian

In accordance with Article 11 of the Revised Rules and Regulations Governing the *Philippine Collegian* as approved by the Board of Regents at its 861st meeting on 29 May 1975, Professor Emerlinda Roman is hereby appointed *Business Manager* effective immediately until 30 April 1977.

11 June 1976

Administrative Order No. 22: Members of the Board of Judges for the Philippine Collegian

In accordance with the existing rules and regulations governing the *Philippine Collegian* as approved by the Board of Regents at its 861st meeting on 29 May 1975, the following are hereby appointed to constitute the Board of Judges effective 14 June 1976: Prof Francisco H. Roque, Chairman; and Prof. Romeo B. Ocampo, Prof. Eduardo Labitag, Miss Rebecca V. Fernando, and Mr. Ferdinand J. Manahan, Members.

The examination, to select a new editor as provided for in the *Philippine Collegian* rules, must be given within the first three weeks of the first semester.

Please be guided accordingly.

14 June 1976

Administrative Order No. 23: Membership in Presidential Fact Finding Team

Dr. Armando F. Bonifacio, Dr. Edgardo S. Pacheco and Dr. Romualdo B. Tadena are hereby designated members of the Presidential Fact Finding Team to look into the problems of the Mindanao State University and recommend solutions thereto. Dr. Bonifacio will help look into the academic program of the MSU both on the graduate and undergraduate levels while Dr. Pacheco will look into the technological problems, with the view of suggesting how to improve the academic programs of the MSU. Dr. Tadena will look into the management aspect of the MSU.

Dean Cesar Adib Majul, Chairman of the Presidential Fact Finding Team will inform them of the schedule of meetings.

30 June 1976

MEMORANDUM CIRCULARS

Memorandum Circular No. 14: Memorandum Circular No. 900 on Prohibition Against Handcarrying and Follow-Up of Official Papers

Quoted hereunder is the text of Memorandum Circular No. 900 of the Office of the President of the Philippines dated 26 March 1976 for information and guidance:

"TANGGAPAN NG PANGULO NG PILIPINAS
"(OFFICE OF THE PRESIDENT OF THE PHILIPPINES)

"MEMORANDUM CIRCULAR NO. 900
"ENJOINING STRICT COMPLIANCE WITH THE PROHIBITION AGAINST HANDCARRYING AND FOLLOW-UP OF OFFICIAL PAPERS.

"In a brief span of about 14 years in the recent past, three memorandum circulars were issued by this Office—Memorandum Circular No. 1 on February 12, 1962, Memorandum Circular No. 2 on March 29, 1962, and Memorandum Circular No. 26 on March 25, 1966, against the handcarrying and personal follow-up of official communications. These Circulars all seek to prevent—

"1. Infidelity in the custody of official documents
"2. Loss of official papers
"3. Exercise of improper or undue influence
"4. Delay in the disposition of other papers
"5. Loss of manhours of work.

"The handcarrying or personal follow-up of official correspondence would also indicate to a certain extent lack of confidence in the capacity of an office for expeditious action.

"For the foregoing, the prohibition against handcarrying and personal follow-up of official correspondence is hereby reiterated. Any government official or employee violating the prohibition shall be subject to administrative disciplinary action.

"All heads of departments, bureaus and offices, including government-owned and/or controlled corporations, are hereby enjoined to see to it that the provisions of this Circular and of the Circulars mentioned above are brought to the attention of, and strictly complied with by, the officials and employees under them, and to strictly enforce the sanction contained herein. For the purposes hereof, all departments, bureaus and offices, including government-owned and/or controlled corporations, are hereby required to keep a register of all persons who come and visit them, which shall show their names and signatures, the positions and offices in which they are employed, whether government or private, the nature or purpose of their visit and the description of the papers or correspondence they handcarry or are following up. Such register should be kept by all units of an office which receives visitors or callers.

"As a concomitant hereto, attention is invited to Memorandum Circular No. 11 of this Office dated August 15, 1962, entitled 'Requiring Prompt Action on Official Papers by All Agencies of the Government.' Compliance therewith is also hereby enjoined, for there is no reason for the delay in the consideration or dispatch of official papers.

"By authority of the President:
"(Sgd.) JUAN C. TUVERA
"*Presidential Assistant*

"Manila, March 26, 1976"

Please be guided accordingly.

29 June 1976

(Sgd.) EMANUEL V. SORIANO
Executive Vice-President

Memorandum Circular No. 18: Postponement of Opening of Classes for Academic Year 1976-1977

In accordance with the announcement of President Ferdinand E. Marcos postponing the opening of classes from June 7 to June 14, classes in all units of the University shall open on *Monday, 14 June 1976.*

Please be guided accordingly.

2 June 1976

(Sgd.) EMANUEL V. SORIANO
Officer-in-Charge

Memorandum Circular No. 23: Suspension of Classes During Inclement Weather

Attention is hereby invited to the memorandum circulars issued on 24 July 1972, 20 August 1974 and 24 June 1975 on the subject of "Suspension of Classes During Inclement Weather," which is hereby reiterated:

"In order to coordinate decisions regarding the holding of classes in the schools, colleges and universities in the Greater Manila area during inclement weather, and in order to insure a uniform practice in this regard based on the forecasts of the Weather Bureau, the University of the Philippines at Diliman and Manila will henceforth be governed by the decisions and announcements concerning the suspension of classes in the Greater Manila area in times of heavy rains, floods and typhoons that may be ordered by the Department of Education or by the Office of the President of the Philippines.

"Accordingly, the University administration will no longer issue separate announcements regarding the suspension or resumption of classes during inclement weather. Everyone concerned will be guided by the announcements and decisions emanating from the Department of Education or the Office of the President of the Philippines.

"It is understood that this rule applies only to the suspension of classes due to inclement weather.

"It is further understood that so far as possible, officials and employees of the University will continue to report for duty in order to insure the continuance of essential services during emergencies."

Please be guided accordingly.

14 June 1976

(Sgd.) EMANUEL V. SORIANO
Officer-in-Charge

MEMORANDA

Memorandum No. 18: Participation of Regular Faculty Members in Nominations for Department Chairmen

Upon the recommendation of the Dean of the College of Arts and Sciences, by letter dated 9 June 1976, and supplementing Memorandum No. 21 dated 5 April 1976 and Memorandum No. 21-A dated 6 April 1976, both issued by the Office of the Executive Vice-President on the subject of nominations for department chairmanships in the

College of Arts and Sciences, the following guidelines are hereby issued for guidance and implementation:

1. The "regular" faculty includes professors, associate professors, assistant professors, instructors, and assistant instructors if any (Article 154 of the Revised University Code).

2. Faculty members holding the above-enumerated academic ranks, whether part-time or full-time, are entitled to participate in nominations for department chairmanships, consistent with their participation in the recent nominations for the deanship of the College of Arts and Sciences and compatible with their participation in the deliberations and decision-making process in other colleges.

3. Assistant lecturers, associate lecturers, professorial lecturers, visiting professors, and exchange professors, if any, are classified as *non-regular* members of the teaching staff (Article 155 of the Revised University Code) and are therefore outside the purview of Memorandum Nos. 21 and 21-A and this Memorandum.

These guidelines are issued pursuant to Executive Order No. 3 dated 30 September 1971.

Please be guided accordingly.

11 June 1976

(Sgd.) EMANUEL V. SORIANO
Officer-in-Charge

Memorandum No. 19: Reminder on Existing Rules of the University

At the start of the new academic year and in the greater interests of the University we wish to remind all concerned of existing rules of the University:

1. Participation of students in parades, mass meetings, programs, and the like should not interfere with classes and other official activities of the University.
2. No written materials, posters, signs or the like will be allowed on the campus if the distribution of said materials violates existing rules and laws and if said materials do not clearly identify the names of the author or authors and the organization or group from which the materials originated.
3. All are expected to observe the pertinent laws and regulations and to act always with fairness, tolerance, moderation, and respect for the opinion and feelings of others.

14 June 1976

(Sgd.) EMANUEL V. SORIANO
Officer-in-Charge

Memorandum on Building Maintenance Service

With a view to helping improve the building maintenance service in the University, we are hereby announcing the standard operating procedure to take effect on 1 July 1976.

Please be guided accordingly.

14 June 1976

(Sgd.) RAMON C. PORTUGAL
Vice-President for Administration

STANDARD OPERATING PROCEDURES ON BUILDING MAINTENANCE SERVICE

1. The janitor assigned to a particular building or part of a building checks daily the water and sanitary drainage systems, electrical switches, ballasts, bulbs, storm drainage, etc. He reports the defects immediately in writing to his Custodial Supervisor by accomplishing PPO Form BM IS-76-I furnishing a copy to the Administrative Officer/Administrative Assistant/Senior Clerk of the Unit concerned.

2. The Custodial Supervisor gathers the reports and submits these daily to the Superintendent, Building Services Division of the Physical Plant Office. The Superintendent studies the extent of the needed repair and assigns the job to the maintenance team. If the team or other PPO personnel cannot undertake the repair themselves, the job shall be contracted out. The PPO shall prepare the estimate of the repair and the requisition for funding and upon certification of the availability of funds, advertise or invite private contractors to do the work.

3. The maintenance team submits daily an accomplishment report on building maintenance service to the Superintendent, BSD, PPO.

4. An adequate supply of materials needed frequently, such as electrical bulbs, fluorescent lamps, ballasts, starters, faucets, gaskets, W.C. fittings, etc. shall be supplied by the PPO to each unit which shall store these under the direct custody of its property custodian or clerk for use by the PPO maintenance team or the unit's utility man in case of need.

5. Maintenance check-ups of residences on the Diliman campus shall be conducted by a properly identified overseer (see list below) who will make a house-to-house inspection daily or as often as possible. He will be responsible for seeing to it that the necessary maintenance work and/or repairs are done. He shall also advise the tenant on preventive maintenance measures. He shall submit daily an accomplishment report to the Superintendent, Building Services Division of the Physical Plant Office.

6. For units without any U.P. or PPO janitors it will be the janitor of the particular unit who will check daily the condition of the utilities in the building and report the defects immediately to the Administrative Officer/Administrative Assistant/Senior Clerk/Residence Head of the unit concerned for appropriate referral to the Superintendent, BSD of the Physical Plant Office.

I. TEAM "A"
   a. Milanes, Celso
   b. Cartas, Pedro
   c. Alvarez, Antonio
      a) Veterinary Medicine
      b) Fisheries including School
      c) Institute of Environmental Planning
      d) Asian Labor Education Center
      e) Department of Military Science and Tactics
      f) Security
      g) Mass Communication
      h) Theatre
      i) Alumni Center
      j) Ylanan Hall
      k) Administration Building
      l) Abelardo Hall

II. TEAM "B"
   a. Gorospe, Marcelino
   b. Gunes, Jesus
   c. Cruz, Romeo

a) Sanggumay Residence Hall
b) Molave Residence Hall
c) Engineering
d) Computer Center
e) German Yia Building
f) College of Law

III. TEAM "C"
a. Calceta, Agerico
b. Guinto, Alejandro
c. Lagunoy, Antonio
a) Yakal Residence Hall
b) Ipil Residence Hall
c) Kalayaan Residence Hall
d) Institute of Social Work
e) U.P. Shopping Center
f) Laundromat

IV. TEAM "D"
a. Celso, Carlito
b. Nacabuan, Mauro
c. Cortez, Manuel, Jr.
a) Vinzons Hall
b) Narra Residence Hall
c) Gymnasium; Drive-in Canteen
d) Ilang-Ilang Residence Hall
e) International Center

V. TEAM "E"
a. Arcena, Iglecerio
b. Flormata, Fructuso
c. Lauzon, Benedicto
a) Library
b) Benton Hall
c) Benitez Hall
d) Elementary School
e) Natural Science Research Council

VI. TEAM "F"
a. Ambi, Federico
b. Esteves, Jose
c. Abenoja, Gavino
a) High School
b) Health Education Center
c) Alonzo Hall
d) Sampaguita Residence Hall
e) Kamia Residence Hall
f) Department of Botany

VII. TEAM "G"
a. Cantada, Jesus
b. Binag, Avelino
a) Residences

Memorandum No. 30: Submission of Brief Outlines of Unit Plans for the ER Presentation

In order to enable all participating units to closely follow the presentation of development plans by the various units and thereby allow more time for discussion during the Executive Review (ER), all units scheduled to make a presentation are requested to prepare and submit to the Office of the President a 2 to 3 page outline of what is to be presented. The outlines should be submitted *at least two days* before the scheduled date of presentation to the Office of the President which will then take charge of distributing them to the other participating units.

18 June 1976

(Sgd.) EMANUEL V. SORIANO
Executive Vice-President

Memorandum No. 31: Publishing and Distribution of Students' Written Materials

In accordance with the suggestion of the Dean of the College of Arts and Sciences and the Dean of Student Affairs, Clause 2 of Memorandum No. 19 dated 14 June 1976 is hereby modified to read as follows:

1. Only U.P. students and student organizations duly recognized by the Office of Student Affairs during the current semester may be allowed to publish and distribute written materials, or put up posters, signs, streamers, or the like.

2. A member or the president or any officer of an organization desiring to publish and distribute written materials, or put up posters, signs, streamers or the like, must *personally* appear before the Dean of Students with a draft of the written material or the proposed text of the poster, sign, streamer, or the like.

3. Once the Dean of Students has verified the identity of the author of the draft of the written material or the text of the poster, sign, streamer, etc., he shall require the author or the president and at least three other officers of the organization to sign the draft or the text of the poster, sign, or streamer and he (the Dean of Students) shall keep such draft or text in his office. The verification is merely for the identification of the author. The author remains primarily responsible for the contents of the written material.

4. Each copy (and each page) of the proposed written material must be submitted to the Office of Student Affairs for stamping of the words "Approved for Posting/Distribution—Dean of Students," as a requirement before distribution or display.

5. Any violation of the above provisions will subject the president as well as those who signed the draft with him, to disciplinary action.

21 June 1976

(Sgd.) EMANUEL V. SORIANO
Executive Vice-President

DECISIONS OF THE BOARD OF REGENTS

873rd Meeting, 24 June 1976

GRADUATION

The Board *confirmed* the graduation of the following students who had completed the requirements for their respective titles and degrees as of the dates indicated below:

Teacher's Diploma in Piano
(As of the end of the Second Semester, 1974-1975)
Rafaelita A. Gonzales.

Certificate in Physical Education
(As of the end of the Second Semester, 1975-1976)
Mely B. Castrodes, Florante T. Tobia.

APPOINTMENTS, REAPPOINTMENTS, RENEWALS OF APPOINTMENT, PROMOTIONS, INCREASES IN SALARY, ET AL.

The Board approved the following appointments, reappointments, renewals of appointment, promotions, increases in salary, and other related matters:

Isabel R. Aleta as Professorial Lecturer in Food Science and Nutrition, College of Home Economics, effective June 1, 1976 until May 31, 1977.

Alejandra Atabug, promotion in rank and salary from Senior Lecturer to Professorial Lecturer in Humanities, College of Arts and Sciences, effective July 1, 1976 until the return of Roseanna Valdez from a local fellowship, but not later than May 31, 1977.

Araceli Baviera, renewal of appointment as faculty grantee of the U.P. College of Law Alumni Foundation, Inc., College of Law, for a period of one (1) year.

Emma F. Bernabe, promotion in rank and salary from Senior Lecturer to Professorial Lecturer in Education, College of Education, effective July 1, 1976 until May 31, 1977.

Gloria Jeanne J. N. Cajipe, renewal of appointment as Professorial Lecturer in Chemistry, College of Arts and Sciences, effective June 14, 1976 until October 31, 1976.

Dakila F. Castro as Professorial Lecturer in Law, College of Law, effective June 16, 1976 until May 31, 1977.

Wilfredo P. David as SEARCA Assistant Professor of Water Management, Graduate School, University of the Philippines at Los Baños, effective June 1, 1976 until May 31, 1977.

Ricardo R. del Rosario as SEARCA Assistant Professor of Food Science, Graduate School, University of the Philippines at Los Baños, effective June 1, 1976 until May 31, 1977.

Jose F. Espinosa, transfer to full-time status as Professor III of Law, College of Law, effective June 15, 1976.

Robert E. Evenson, reappointment as Visiting Professor of Economics, School of Economics, without compensation, effective June 1, 1976 until October 31, 1976.

Nicanor C. Fernandez as Acting Assistant for Research, Office of the Chancellor, University of the Philippines at Los Baños, effective June 1, 1976 until the return of Jose A. Eusebio, but not later than July 1, 1976.

Perfecto V. Fernandez as holder of the U.P. College of Law Alumni Foundation Professorial Chair in Jurisprudence, College of Law, for a period of one (1) year.

Ernesto V. Ferreol as Clinical Associate Professor of Pathology, College of Medicine, without compensation, effective July 1, 1976 until May 31, 1977.

Jesus F. Flores, reappointment as Professorial Lecturer in Meteorology, College of Arts and Sciences, effective June 14, 1976 until May 31, 1977.

Emmanuel T. Floresca as Visiting Assistant Professor of Agronomy (Wood Science), College of Agriculture, University of the Philippines at Los Baños, without compensation, effective June 1, 1976 until May 31, 1977.

Gregorio A. Francisco, Jr., reappointment as Professorial Lecturer in Public Administration, College of Public Administration, effective June 14, 1976 until October 31, 1976.

Juan R. Francisco, increase in salary from Professor II (part-time) to Professor IV of Indology (part-time), Graduate School, effective June 1, 1976.

Aurora C. Gaceta, renewal of appointment as Principal, University High School, College of Education, effective July 1, 1976 until April 30, 1979.

Quintin Gomez, renewal of appointment as Director, Anesthesiology Center Western Pacific, College of Medicine, effective July 1, 1976 until April 30, 1979.

Urbana Guevara, reappointment as Professorial Lecturer in English, College of Arts and Sciences, effective June 1, 1976 until October 31, 1976.

Leodegario M. Ilag as SEARCA Associate Professor of Agricultural Economics, Graduate School, University of the Philippines at Los Baños, effective June 1, 1976 until May 31, 1977.

Juan F. Jamias as SEARCA Professor of Agricultural Communication, Graduate School, University of the Philippines at Los Baños, effective June 1, 1976 until May 31, 1977.

Josefina Bulatao Jayme as Professorial Lecturer in Nutrition, Institute of Public Health, effective August 1, 1976 until May 31, 1977.

Delfin B. Lapis as SEARCA Assistant Professor of Plant Pathology, Graduate School, University of the Philippines at Los Baños, effective June 1, 1976 until May 31, 1977.

Angelina A. Latonia as Clinical Associate Professor I of Pediatrics (part-time), College of Medicine, and Attending Pediatrician (part-time), Philippine General Hospital, without compensation, effective June 1, 1976 until May 31, 1977.

William A. Longacre, renewal of appointment as Visiting Professorial Lecturer in Anthropology, College of Arts and Sciences, effective June 1, 1976 until October 30, 1976.

Perla L. Lopez as SEARCA Associate Professor of Animal Nutrition, Graduate School, University of the

Philippines at Los Baños, effective June 1, 1976 until May 31, 1977.

Salvador P. Lopez, extension of service as University Professor and grant of transportation allowance, effective June 14, 1976 until the end of the first semester, 1976-1977.

Henry F. Magalit as SEARCA Associate Professor of Statistics, Graduate School, University of the Philippines at Los Baños, effective June 1, 1976 until May 31, 1977.

Romeo L. Manlapaz, reappointment as Professor II of Mathematics, College of Arts and Sciences, effective June 1, 1976.

Rosetta F. Mante as Professorial Lecturer in English and Sociology, U.P. College Cebu, effective June 14, 1976 until May 31, 1977.

Alexandra Marmot as Professorial Lecturer in Public Administration, College of Public Administration, effective June 14, 1976 until October 31, 1976.

Honesto Mendoza, reappointment as Professorial Lecturer in Public Administration, College of Public Administration, effective June 1, 1976 until October 31, 1976.

Aparicio H. Mequi, renewal of appointment as Director, Institute of Sports, Physical Education, and Recreation, effective April 3, 1976 until April 30, 1979.

Bonifacio T. Mercado as SEARCA Associate Professor of Plant Physiology, Graduate School, University of the Philippines at Los Baños, effective June 1, 1976 until May 31, 1977.

Vicente G. Momoñgan as SEARCA Associate Professor of Animal Physiology, Graduate School, University of the Philippines at Los Baños, effective June 1, 1976 until May 31, 1977.

Floyd Nordland as Visiting Professor of Science Education, Science Education Center, without compensation, effective January 1, 1977 until August 30, 1977.

Ernesto B. Pantastico as SEARCA Associate Professor of Post-Harvest Physiology, Graduate School, University of the Philippines at Los Baños, effective June 1, 1976 until May 31, 1977.

Errol B. Perez, promotion in rank and salary from Senior Lecturer to Professorial Lecturer in Finance, College of Business Administration, effective July 1, 1976 until May 31, 1977.

Ramon C. Portugal, renewal of appointment as Dean, Institute of Environmental Planning, effective July 1, 1976 until the appointment of a regular dean, but not later than April 30, 1977.

Belen M. Rejesus as SEARCA Associate Professor of Plant Entomology, Graduate School, University of the Philippines at Los Baños, effective June 1, 1976 until May 31, 1977.

Henry P. Samonte as SEARCA Assistant Professor of Soil Science, Graduate School, University of the Philippines at Los Baños, effective June 1, 1976 until May 31, 1978.

Carmelo V. Sison, renewal of appointment as faculty grantee of the U.P. College of Law Alumni Foundation, Inc., College of Law, for a period of one (1) year.

Castor S. Surla, increase in salary as Project Officer II, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective March 1, 1976 until June 30, 1976.

Florentino O. Tesoro as SEARCA Associate Professor of Wood Preservation, Graduate School, University of the Philippines at Los Baños, effective June 1, 1976 until May 31, 1977.

Filemon A. Uriarte, Jr., reversion to full-time status as Associate Professor III of Chemical Engineering, College of Engineering, effective April 1, 1976.

Julia P. Valera as Professorial Lecturer in Biostatistics, Institute of Public Health, effective June 15, 1976 until May 31, 1977.

Jose R. Velasco, reappointment as Professorial Lecturer in Biology, College of Arts and Sciences, effective June 14, 1976 until October 31, 1976.

Norberto S. Vila, renewal of appointment as Director, Training Center for Applied Geodesy and Photogrammetry, College of Engineering, effective July 1, 1976 until April 30, 1979.

Eduardo A. Yotoko as Professorial Lecturer in Business Administration, College of Business Administration, effective June 14, 1976 until May 31, 1977.

Jose V. Zerrudo as Professorial Lecturer in Wood Science and Technology, College of Forestry, University of the Philippines at Los Baños, effective June 7, 1976 until April 3, 1977.

The Board *confirmed* the following *ad interim* appointment:

Claro T. Llaguno as Professorial Lecturer in Chemistry, College of Arts and Sciences, effective June 7, 1976 until October 31, 1976.

TRANSFER TO PERMANENT STATUS

The Board approved the transfer of the following to permanent status:

Bliss A. Aday as Assistant Professor IV of Agronomy, College of Agriculture, University of the Philippines at Los Baños, effective June 1, 1976.

Esperanza Icasas Cabral as Assistant Professor III of Pharmacology (part-time), College of Medicine, effective June 1, 1976.

Dante B. Canlas as Assistant Professor I of Economics, School of Economics, effective July 1, 1976.

Rogelio V. Cuyno as Assistant Professor IV of Agronomy, College of Agriculture, University of the Philippines at Los Baños, effective July 1, 1976.

Renato M. Daquiz as Assistant Professor II of Psychology, College of Arts and Sciences, effective October 1, 1975.

Arcangel F. de Leon as Assistant Professor IV of Anatomy, College of Medicine, effective June 1, 1976.

Carol H. M. Brady de Raedt as Assistant Professor II of Social Sciences, U.P. College Baguio, effective June 1, 1976.

Jules G. J. De Raedt as Associate Professor II of Social Sciences, U.P. College Baguio, effective June 1, 1976.

Gabriel P. Fabella, Jr. as Executive Development Officer II, Philippine Executive Academy, effective July 1, 1976.

Andres I. Fernandez, reversion to permanent status as Assistant Professor V of Industrial Relations, Asian Labor Education Center, effective June 1, 1976.

Virgilio V. Garcia as Assistant Professor III of Food Science and Technology, College of Agriculture, University of the Philippines at Los Baños, effective July 1, 1976.

Pacita C. Gavino as Assistant Professor I of Humanities, U.P. College Manila, effective December 1, 1975.

Eduardo A. Labitag as Assistant Professor IV of Law, College of Law, effective June 1, 1976.

Basilio B. Mabbayad as Assistant Professor V of Agronomy, College of Agriculture, University of the Philippines at Los Baños, effective July 1, 1976.

Marcelino Reysio-Cruz as Assistant Professor I of Surgery (part-time), College of Medicine and Attending Surgeon (part-time), Philippine General Hospital, effective June 1, 1976.

Carlos P. Reyes as Assistant Professor I of Otorhinolaryngology (part-time), College of Medicine, and Attending Otorhinolaryngologist (part-time), Philippine General Hospital, effective June 1, 1976.

Jesus C. Reyna as Assistant Professor I of Surgery (part-time), College of Medicine, and Attending Surgeon (part-time), Philippine General Hospital, effective June 1, 1976.

Clarissa A. Rubio as Assistant Professor I of Sociology, College of Arts and Sciences, effective October 1, 1975.

Avelina S. Salacup as Assistant Professor III of Social Sciences, College of Sciences and Humanities, University of the Philippines at Los Baños, effective July 1, 1976.

Priscilla C. Sanchez as Assistant Professor I of Food Science and Technology, College of Agriculture, University of the Philippines at Los Baños, effective July 1, 1976.

Perla A. Segovia as Assistant Professor III of Public Administration, College of Public Administration, effective June 1, 1976.

Edgardo M. Tiamson as Assistant Professor I of Spanish, College of Arts and Sciences, effective October 1, 1975.

Ma. Corazon J. Veneracion as Assistant Professor I of Social Work, Institute of Social Work and Community Development, effective March 1, 1976.

SCHOLARSHIPS, FELLOWSHIPS, GRANTS AND GIFTS

The Board approved revision of Rule 10 of the *Petrophil Corporation Scholarship* in Geology on the recommendation of the Energy Development Board, as follows:

Rule 10. [The awardee may, after graduation, serve either in the Petrophil Corporation or in the Philippine National Oil Company.]

(*a*) *The Awardee accepts the obligation to serve in the Energy Development Board/ Philippine National Oil Company/Petrophil Corporation, their successors, assigns or subsidiaries or in any Government Agency requiring and requesting his/her service for the length of time he or she enjoyed the scholarship.*

(*b*) *The awardee agrees that he/she shall reimburse upon demand the amount received in connection with his/her scholarship in either of the following cases:*

(*1*) *Abandonment of scholarship without due cause; or*

(*2*) *Refusal to render service as stipulated above.*

(*c*) *The awardee shall execute or sign an agreement with respect to his/her scholarship.*

(Words in brackets deleted; those in italics added.)

* * *

The Board accepted the following donations of scholarships for U.P. College Iloilo, beginning with the first semester of academic year 1976-1977:

a. *The Johnny Coscolluela Locsin Tuition Award*—₱600.00 a year to cover tuition and other school fees

b. *The Jose Coscolluela Locsin Jr. Tuition Award*—₱600.00 a year to cover tuition and other school fees

c. *The Laureano Asico Memorial Scholarship*—₱1,000.00 a year to cover tuition and other school fees, book allowance and pocket money

d. *U.P. Alumni Association Capiz Chapter Scholarship*—₱600.00 a year for tuition fees.

* * *

The Board approved the following general provisions for the *U.P. College Iloilo Private Scholarships*:

I. All scholarships are open to students in good standing. If an upperclassman, his scholastic status must be in good standing at the time of application.

II. The recipient must show financial need.

III. To maintain the scholarship, the awardee must comply with the following conditions:

a. He must have carried a minimum load of 15 academic units during the previous semester.

b. He must have at the end of every semester a general weighted average of "2.50".

c. He must not have a grade of "4" or "5".

d. If for valid reasons he gets an "Incomplete", this must be removed one week before the first day of registration for the succeeding term.

e. He must have no deficiencies in the non-academic requirements of his program.

IV. Failure of the scholar to earn the necessary minimum average at the end of the term automatically opens the scholarship to competition.

V. Any balance after all school fees have been paid shall be spent for books and other school supplies. Furthermore, accumulated unexpended allowances may be carried over to the next semester for the awardee's use, should he maintain the scholarship in succeeding semesters.

VI. No awardee shall enjoy more than one scholarship at a time.

The donor may specify the conditions of the scholarship grant, such as fields of study, or a higher/lower weighted average. However, the conditions must be approved by the appropriate University authorities.

* * *

The Board accepted the *Zobel Scholarship Award* consisting of a plaque and ₱3,000.00 which the awardee must use for the pursuance of a master's degree in any educational institution of his choice. This award is an-

nually given to a graduating cadet of the Philippine Military Academy who meets the criteria for selection set by the Zobel Award Screening Committee. The Office of Student Affairs of the University will administer the awards.

* * *

The Board accepted the *Andres Soriano Foundation, Inc. Fellowship* grant for undergraduate work leading to BA in Sociology, for the College of Sciences and Humanities, University of the Philippines at Los Baños. The grant for each fellow includes ₱4,400.00 for basic yearly expenditures and ₱400.00 for thesis support and graduation expenses, effective the first semester 1976-1977.

* * *

The Board accepted the *Balbino Palmares Scholarship* donated by the family of Ricardo Provido, for U.P. College Iloilo. The scholarship shall preferably be awarded to those who will pursue the B.S. degree in biological or physical sciences.

* * *

The Board accepted the following scholarships for bright and financially deserving students of the University High School:

Victor Guevara Scholarship—₱1,000.00 initial donation (renewal)

Victor Reyes Scholarships—₱10,000.00 (additional to three Victor Reyes Scholarships already existing)

Scholarship from an Anonymous Alumnus—₱1,000.00 initial donation (thru the solicitation of Prof. Socorro Policarpio-Villa, retired Professor of Education).

* * *

The Board accepted the AG & P Scholarship Loan Awards to be known as *AG & P Scholarship Loan Program* in the amount of ₱4,000.00 covering tuition, fees, books and living allowances. The program will be available to two (2) awardees per year in the College of Engineering for a period of six years, effective 14 June 1976.

PROFESSORIAL CHAIRS

The Board accepted the offer of a donation from the *U.P. Alumni Association Wisconsin Chapter* of $750.00 for two years (subject to extension, depending on the availability of funds) to partially support a *professorial chair* in any department of the College of Arts and Sciences which needs it the most. In this connection, the University has to put up an additional sum to raise the amount as stipend to the minimum of ₱6,000.00 per annum, the rate currently being received by professorial chair holders in the College. The counterpart sum from the University is estimated not to exceed ₱1,000.00 a year.

* * *

The Board approved an increase in the honorarium for faculty grantees of the *U.P. College of Law Alumni Foundation, Inc.* at the College of Law, established by the Board at its 859th meeting on 10 April 1975, from ₱5,400.00 to ₱6,000.00 per annum, and conversion of one faculty grant to a *U.P. College of Law Alumni Foundation Professorial Chair in Jurisprudence with an honorarium* of ₱8,000.00 per annum. Except for the field of specialization, the qualifications and conditions for appointment to this chair which are set forth in the Foundation's Jose B.L. Reyes Professorial Chair in Civil Law, shall be applicable to this chair, to wit:

a. To qualify for appointment, a person must: (1) be a regular full-time member of the law faculty and (2) have achieved distinction in the field of jurisprudence through teaching, research and/or publication.
b. The holder shall undertake studies in jurisprudence and deliver at least one public lecture.

INCLUSION OF CLASS CHEMICAL STOREKEEPER IN THE INDEX OF ADMINISTRATIVE CLASSES

The Board approved the inclusion of the class Chemical Storekeeper (Range 5) in the Index of Administrative Classes.

The class will be descriptive of the duties and responsibilities of an employee in charge of the chemicals storeroom of the Department of Chemistry, College of Arts and Sciences, directly under the supervision of the department chairman. The position will be responsible for sorting and issuing all the chemicals and glassware used in the Department of Chemistry.

ESTABLISHMENT OF INSTITUTE OF AGRICULTURAL ENGINEERING AND TECHNOLOGY (INSAET)

The Board approved the establishment of the Institute of Agricultural Engineering and Technology (INSAET) at the University of the Philippines at Los Baños.

The Institute shall provide the engineering and technological imperatives toward an integrated approach to rural development which, along with agricultural development, is a major thrust of the UPLB as an autonomous unit. It will pursue curricular, research and extension activities in the following operational areas: agricultural process engineering and technology, agricultural machinery engineering and technology, land and water resources engineering and technology, and agricultural meteorology or agrometeorology.

The INSAET shall be organized out of the existing staff and resources of the Department of Agricultural Engineering, College of Agriculture. The said department shall therefore be phased out, and its faculty, personnel, pertinent records, funds, property and equipment, as well as projects transferred to the INSAET.

TRUST LIABILITY ACCOUNT

The Board approved the classification of the following income producing units and all activities authorized under projects abolished by Presidential Decree No. 711, under the Trust Liability Account effective 1 January 1976, with the understanding that all expenses, including salaries of personnel, operating expenses and other related expenditures in connection with their operations shall be chargeable against their income:

a. Purok Heneral Aguinaldo
b. Land Grants Office—
   (1) U.P. Basilan Land Grant
   (2) U.P. Quezon Land Grant

c. Office of Business Enterprises—
(1) Staff Housing and Business Concessions
(2) Equipment Manufacturing Unit
(3) University Motor Service
(4) Garbage Collection and Disposal Unit
(5) U.P. Golf Course

d. Office of Student Auxiliary Services
(1) University Food Service
(2) Kalayaan Dining Hall
(3) Molave Residence Hall
(4) Narra Residence Hall
(5) Yakal Residence Hall
(6) Ipil Residence Hall
(7) Ipil Extension
(8) Kamia Residence Hall
(9) Sampaguita Residence Hall
(10) Ilang-Ilang Residence Hall
(11) International Center
(12) Sanggumay Residence Hall
(13) Kalayaan Residence Hall
(14) Student Laundry Servicenter

e. University Press
(1) University Book Center

In accordance with Presidential Decree No. 711, all Special and Fiduciary Funds were abolished effective 1 July 1975 and all assets and liabilities, surpluses and appropriations pertaining thereto, as well as the financing and operations thereof transferred to the General Fund of the National Government. Accordingly, income-generating units of the University, which heretofore enjoyed financial flexibility, are now limited to fixed allotments based on the approved budget, resulting thereby in most cases in difficulties. Thus, even if actual income is more than actual expenditures, the excess income is not available for expenditure.

PRESIDENTIAL DECISIONS

The President approved the following appointments, reappointments, renewals of appointment, promotions, increases in salary and other related matters:

Carmencita M. Abaquin, increase in salary from Instructor IV to Instructor V in Nursing, School of Nursing, Philippine General Hospital, effective March 1, 1976 until May 31, 1976.

Bonifacio A. Abaya, renewal of additional assignment as Program Development Associate, Program Development Staff, Office of the President, effective April 1, 1976 until May 31, 1976.

Albina Abaya-Comendador as Instructor I in Pathology, College of Medicine, effective July 1, 1976 until May 31, 1977.

Herminio A. Abcede as Senior Design Engineer, Infrastructure Development Program, Office of the President, effective May 1, 1976 until June 30, 1976.

Pacifico A. Agabin, renewal of supplementary appointment as Member, Planning and Steering Committee, Philippine Jurisprudence Project, Law Center, effective June 1, 1976 until December 31, 1976.

Lourdes U. Agbing, transfer to non-substitute status as Instructor I in Home Economics Education, College of Home Economics, effective June 1, 1976 until May 31, 1977.

Ruben E. Agpalo, renewal of supplementary appointment as Member, Planning and Steering Committee, Philippine Jurisprudence Project, Law Center, effective June 1, 1976 until December 31, 1976; renewal of supplementary assignment as Contributing Editor—Legal Ethics, Philippine Jurisprudence Project, Law Center, effective July 1, 1976 until December 31, 1976.

Eduardo N. Aguillon, reappointment as Lecturer in Business Administration, U.P. College Iloilo, effective June 1, 1976 until May 31, 1977.

Nelly E. Alabanza, reappointment as Guidance Counselor I, U.P. College Baguio, effective June 1, 1976 until May 31, 1977.

Luis Alarilla, Jr., renewal of additional assignment as Systems Programmer II, Computer Center, effective July 1, 1976 until June 3, 1977; renewal of additional assignment as Program Development Associate, Program Development Staff, Office of the President, effective June 1, 1976 until June 30, 1976.

Magdaleno B. Albarracin, Jr., reappointment to additional assignment as Officer-in-Charge, College of Business Administration, effective May 31, 1976 until the return of Emmanuel T. Velasco from a leave of absence, but not later than June 25, 1976.

Carmelene B. Alforque, increase in salary as Research Associate IV, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective May 3, 1976 until June 30, 1976.

Cecilia D. Alip as Secretary, U.P. Extension Division Clark Air Base, effective May 23, 1976 until April 30, 1979.

Gloria A. Alisuag, increase in salary from Instructor III to Instructor IV in Nursing, School of Nursing, Philippine General Hospital, effective March 1, 1976 until May 31, 1976.

Ma. Lourdes O. Allas as Lecturer in Food Science and Nutrition, College of Home Economics, effective June 1, 1976 until the return of Divina B. Requiestas from a maternity leave, but not later than October 15, 1976.

Ignacito U. Alvizo as Officer-in-Charge, Institute for Small-Scale Industries Extension Office (Tacloban), effective May 1, 1976 until September 30, 1976.

Eleanor C. Alzate as Instructor I in Home Economics Education, College of Home Economics, effective June 1, 1976 until the return of Josefa Dikitanan from a leave of absence, but not later than May 31, 1977.

Josefina Angeles, renewal of additional assignment as Consultant in Earth Science, Leyte Research and Development High School Project, U.P. College Tacloban, effective June 1, 1976 until May 31, 1977.

Danilo C. Aquino, increase in salary as Programmer I, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective March 1, 1976 until June 30, 1976.

Ernesto L. Aquino as Lecturer in Statistics, Statistical Center, effective June 7, 1976 until May 31, 1977.

Mario V. Aquino, renewal of supplementary appointment as Research Ophthalmologist, Philippine Eye Research Institute, effective July 1, 1976 until December 31, 1976.

Bienvenido M. Aragon, renewal of additional assignment as Program Development Assistant, Program Development Staff, Office of the President, effective May 1, 1976 until June 30, 1976.

Patricia T. Arroyo as Chairman, Department of Fisheries Technology, College of Fisheries, effective May 17, 1976 until April 30, 1977.

Jose F. Asperilla, renewal of additional assignment as Project Director, NSDB Project 2.28.1, Graduate Manpower Training Program, effective July 1, 1976 until June 30, 1977.

Jose A. Azarcon as Senior Design Engineer, Infrastructure Development Program, Office of the President, effective May 1, 1976 until June 30, 1976.

Cleofe M. Bacuñgan, renewal of appointment as Member, Steering Committee, Leyte Research and Development High School Project, U.P. College Tacloban, effective June 1, 1976 until May 31, 1977.

Froilan M. Bacuñgan, renewal of additional assignment as Contributing Editor—Labor Relations Law, Philippine Jurisprudence Project, Law Center, effective July 1, 1976 until December 31, 1976.

Virginia M. Baes as Resident Advisor, Kalayaan Residence Hall, Office of Student Auxiliary Services, effective June 1, 1976 until December 31, 1976.

Arturo R. Balbastro, renewal of additional assignment as Member and Researcher, Commercial Law Codification Project, Law Center, effective July 1, 1976 until December 31, 1976.

Oscar V. Baldovino as Instructor I in Chemistry, College of Arts and Sciences, effective June 1, 1976 until the return of Marietta Mangona from a study leave, but not later than October 1, 1976.

Corazon O. Banluta as Instructor II in Zoology, U.P. College Tacloban, effective June 1, 1976 until May 31, 1977.

Fernando T. Barican, transfer from the Law Center with reclassification of position from Law Research Aide to Assistant Professor I of Law, College of Law, effective June 1, 1976 until the return of Soledad C. de Castro from a leave of absence, but not later than May 31, 1977.

Wilhelmina T. Bassi, increase in salary as Research Associate I, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective March 1, 1976 until June 30, 1976.

Araceli Baviera, renewal of additional assignment as Member and Researcher, Commercial Law Codification Project, Law Center, effective July 1, 1976 until December 31, 1976; renewal of additional assignment as Contributing Editor—Sales, Philippine Jurisprudence Project, Law Center, effective July 1, 1976 until December 31, 1976.

Esteban B. Bautista, renewal of additional assignment as Member, Planning and Steering Committee, Philippine Jurisprudence Project, Law Center, effective July 1, 1976 until December 31, 1976; renewal of additional assignment as Contributing Editor—Criminal Procedure, Philippine Jurisprudence Project, Law Center, effective July 1, 1976 until December 31, 1976.

Virginia R. Bautista, reappointment as Instructor II in Food Science and Nutrition, College of Home Economics, effective June 7, 1976 until the return of Ursula Sevilla from a leave of absence, but not later than May 31, 1977.

Laureto P. Benauro, renewal of appointment and transfer to non-substitute status as Instructor I, University Elementary School, College of Education, effective June 1, 1976 until May 31, 1977.

Ponciano L. Bennagen, additional assignment as Training Specialist, U.P.-NEDA-TWSD, Institute of Social Work and Community Development, effective April 1, 1976.

Lourdes D. Berdan as Lecturer in Piano, College of Music, effective June 1, 1976 until September 30, 1976.

Teresa Bernabe as Professorial Lecturer in Business Administration, U.P. Extension Division Clark Air Base, effective April 22, 1976 until March 31, 1977.

Emma G. Boncaras, increase in salary as Research Associate, College of Public Administration, effective May 1, 1976 until June 30, 1976.

Demetria C. Bongga, increase in salary from Assistant Professor III to Assistant Professor IV of Food Science and Nutrition, College of Home Economics, effective June 1, 1976.

Armando F. Bonifacio as Officer-in-Charge, Department of Linguistics and Asian Languages, College of Arts and Sciences, effective July 1, 1976 until October 31, 1976.

Sergio P. Brillantes as Clinical Assistant Professor in Surgery (part-time), College of Medicine, and Attending Surgeon (part-time), Philippine General Hospital, effective June 14, 1976 until May 31, 1977.

Rodolfo U. Bulatao, Sr. as Officer-in-Charge, Department of Civil Engineering, College of Engineering, effective June 16, 1976 until the return of Felisberto G.L. Reyes from a sick leave, but not later than September 15, 1976.

Jose P. Cabalu, increase in salary as Research Associate I, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective March 1, 1976 until June 30, 1976.

Orlando Cabanlig as Senior Lecturer in Computer Science, College of Engineering, effective June 7, 1976 until May 31, 1977.

Gloria Jeanne J.B. Cajipe as Officer-in-Charge, Marine Sciences Center, effective May 21, 1976 until the return of Edgardo D. Gomez from a special detail abroad, but not later than June 3, 1976.

Gerardo S. Calabia, reappointment to additional assignment as Acting Secretary, Institute of Environmental Planning, effective May 1, 1976 until June 30, 1976.

Ma. Clara L. Campos, renewal of additional assignment as Member and Researcher, Commercial Law Codification Project, Law Center, effective July 1, 1976 until December 31, 1976.

Filomena M. Cantoria, renewal of additional assignment as Program Development Associate, Program Development Staff, Office of the President, effective June 1, 1976 until June 30, 1976.

Ma. Virginia S. Capulong, renewal of appointment and transfer from U.P. College Baguio as Instructor I in Political Science, College of Arts and Sciences, effective June 1, 1976 until the return of Haydee Leagogo from a leave of absence, but not later than May 31, 1977.

Ruben N. Carajay, increase in salary from Instructor II to Instructor III in Community Medicine, Comprehensive Community Health Program, effective April 1, 1976 until May 31, 1976.

Aurora A. Carbonell, reclassification of position with promotion in rank and salary from Research Associate to Researcher I, College of Public Administration, effective July 1, 1976 until June 30, 1977.

Annadaisy J. Carlota as Research Fellow, Law Center, effective June 1, 1976 until May 31, 1977.

Salvador T. Carlota as Research Fellow, Law Center, effective June 1, 1976 until May 31, 1977.

Antonio T. Carpio as Lecturer in Business Administration, College of Business Administration, effective June 7, 1976 until May 31, 1977.

Nelia G. Casambre, renewal of additional assignment as Consultant in English, Leyte Research and Development High School Project, U.P. College Tacloban, effective June 1, 1976 until May 31, 1977.

Manuel T. Cases, renewal of appointment and transfer from supplementary to basic appointment as Professorial Lecturer in Political Science, U.P. Extension Division Clark Air Base, effective June 1, 1976 until December 31, 1976.

Philip E. Cases, increase in salary as Research Associate I, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective March 1, 1976 until June 30, 1976.

Alma V. Castillo, reclassification of position with promotion in rank and salary from Lecturer to Instructor II in Business Administration, College of Business Administration, effective June 1, 1976 until May 31, 1977.

German B. Castillo, renewal of supplementary appointment as Consultant in Hematology, University Health Service, without compensation, effective July 1, 1976 until December 31, 1976.

Glenda Castro, promotion in rank from Librarian I to Librarian II, University Library, effective July 1, 1976.

Benjamin M. Catane, renewal of additional assignment as Project Director and Member, Steering Committee, Leyte Research and Development High School Project, U.P. College Tacloban, effective July 1, 1976 until May 31, 1977.

Sonia B. Cawayan, increase in salary as Medical Researcher I, Philippine General Hospital, effective March 1, 1976.

Alicia A. Cedro, increase in salary as Research Associate III, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective March 1, 1976 until June 30, 1976.

Leticia P. Cervantes, increase in salary as Project Assistant II, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective March 1, 1976 until June 30, 1976.

Veronica F. Chan, reappointment to additional assignment as Acting Secretary, Institute of Public Health, effective June 16, 1976 until the return of Virgilio Canlas from a leave of absence, but not later than July 16, 1976.

Carlita C. Chavez, increase in salary as Medical Researcher I, Philippine General Hospital, effective March 1, 1976.

Norma B. Chico as Senior Design Architect, Infrastructure Development Program, Office of the President, effective May 1, 1976 until June 30, 1976.

Yvonne N. Chiu as Instructor I in Fisheries Technology, College of Fisheries, effective June 1, 1976 until May 31, 1977.

Dominador A. Clemente, Jr. as Senior Lecturer in Business Environment, Asian Labor Education Center, effective April 1, 1976 until May 31, 1976.

Alice N. Co, promotion in rank from Librarian I to Librarian II, University Library, effective July 1, 1976.

Lorelei T. Crisologo, reclassification of position with promotion in rank and salary from Lecturer to Instructor I in Economics and Political Science, U.P. College Baguio, effective June 1, 1976 until the return of Athena Lydia Casambre from a leave of absence, but not later than May 31, 1977.

Rosa Ester T. Cuna, reclassification of position from Assistant Professor V to Senior Lecturer in English, U.P. College Tacloban, effective June 1, 1976 until May 31, 1977.

Elizabeth A. S. Cunanan, transfer to part-time status as Instructor IV in Humanities, U.P. College Manila, effective June 1, 1976.

Privadi J. G. Dalire, renewal of appointment with promotion in rank and salary from Lecturer to Senior Lecturer in Photogrammetry, Training Center for Applied Geodesy and Photogrammetry, College of Engineering, effective June 1, 1976 until May 31, 1977.

Teresita N. Dasmariñas as Chairman, Division of Physical and Biological Sciences, U.P. College Manila, effective June 2, 1976 until April 30, 1977.

Karina C. David, renewal of additional assignment as Research Coordinator, Institute of Social Work and Community Development, effective June 1, 1976 until May 31, 1977.

Muriel F. David, increase in salary as Research Associate IV, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective March 1, 1976 until June 30, 1976.

Rafael S. Dayot, increase in salary as Research Associate IV, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective March 1, 1976 until June 30, 1976.

Antonio Dayrit, promotion in rank from Librarian I to Librarian II, University Library, effective July 1, 1976.

Jose M. de Castro, renewal of additional assignment as Consulting Design Engineer, Infrastructure Development Program, Office of the President, effective March 16, 1976 until June 30, 1976.

Angelito S. de Dios, increase in salary as Research Associate I, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective March 1, 1976 until June 30, 1976.

Adolfo M. de Guzman, renewal of additional assignment as Secretary, U.P. College Baguio, effective June 1, 1976 until April 30, 1979.

Gloria M. de Guzman, renewal of additional assignment as Director of Research, Philippine Executive Academy, effective July 1, 1976 until December 31, 1976.

Gonzalo C. de Guzman, renewal of appointment as Instructor II in Mathematics, College of Arts and Sciences, effective June 1, 1976 until the return of Jonadab Sebastian from a local fellowship, but not later than May 31, 1977.

Romeo de la Paz as Professorial Lecturer in Business Administration, U.P. Extension Division Clark Air Base, effective February 2, 1976 until May 31, 1976; renewal of additional assignment as Professorial Lecturer in Business Administration, U.P. Extension Division Clark Air Base, effective June 1, 1976 until May 31, 1977.

Jorge de las Alas as Chairman, Department of Meteorology and Oceanography, College of Arts and Sciences, effective May 12, 1976 until April 30, 1979.

Anicia H. del Corro, reappointment as Lecturer in Linguistics, College of Arts and Sciences, effective June 1, 1976 until October 15, 1976.

Eulogia P. delos Reyes as Coordinator, Office of Field Instruction, Institute of Social Work and Community Development, effective June 1, 1976 until May 31, 1977.

Patricia C. del Rosario as Instructor I in Filipino and Philippine Languages, College of Arts and Sciences, effective June 1, 1976 until the return of Nelly I. Cubar from a local fellowship, but not later than May 31, 1977.

Edgar P. del Val as Senior Lecturer in Business Administration, College of Business Administration, effective June 1, 1976 until May 31, 1977.

Ralph I. de Ocampo as Resident Veterinarian, Veterinary Hospital, College of Veterinary Medicine, effective June 1, 1976 until May 31, 1977.

Carol B. De Raedt as Project Director, National Electrification Administration Research Project, U.P. College Baguio, effective March 15, 1976 until August 15, 1976.

Ma. Victoria R. de Santos as Instructor IV in Biochemistry, College of Medicine, effective June 1, 1976 until May 31, 1977.

Remedios R. de Veyra as Instructor IV in Health Care, U.P. College Tacloban, effective June 1, 1976 until May 31, 1977.

Nona P. Disini as Assistant Coordinator, Office of Field Instruction, Institute of Social Work and Community Development, effective June 1, 1976 until May 31, 1977.

Irineo J. Dogma, Jr., renewal of additional assignment as Visiting Consultant in Mycology, Philippine Eye Research Institute, effective July 1, 1976 until December 31, 1976.

Faustino T. Domingo, Jr., reappointment to additional assignment as Consultant in Neurology and Neurosurgery, University Health Service, effective July 1, 1976 until December 31, 1976.

Ma. Sarah S. R. Domingo as Instructor II in Health Education, Comprehensive Community Health Program, effective May 4, 1976 until March 31, 1977.

Nanette E. Dominguez as Instructor I in Dentistry, College of Dentistry, effective June 1, 1976 until the return of Imelda R. Fajardo from a study leave, but not later than May 31, 1977.

Ruben M. Ducusin, change in designation for additional assignment with increase in salary as Senior Research Engineer, Industrial Research Center, College of Engineering, effective February 1, 1976 until May 31, 1976.

Theresa Dugenia, promotion in rank from Librarian I to Librarian II, University Library, effective July 1, 1976.

Emiliano T. Duran, Jr., transfer to non-substitute status as Instructor I in Zoology, College of Arts and Sciences, effective June 1, 1976 until May 31, 1977.

Timoteo A. Duran, increase in salary as Programmer II, Philippine General Hospital, effective March 1, 1976 until June 30, 1976.

Mervyn G. Encanto, renewal of appointment with promotion in rank and salary from Lecturer to Senior Lecturer in Business Law, College of Business Administration, effective June 1, 1976 until May 31, 1977.

Clementina Esguerra, renewal of additional assignment as Consultant in Chemistry, Leyte Research and Development High School Project, U.P. College Tacloban, effective June 1, 1976 until May 31, 1977.

Augusto Caesar Espiritu, renewal of appointment as Consultant, Law Center, effective July 1, 1976 until December 31, 1976.

Romeo B. Espiritu, renewal of supplementary appointment as Research Ophthalmologist, Philippine Eye Research Institute, effective July 1, 1976 until December 31, 1976.

Horacio R. Estrada, renewal of additional assignment as Consultant in Psychiatry, University Health Service, effective July 1, 1976 until December 31, 1976.

Januario Y. Estrada, Jr., renewal of supplementary appointment as Consultant in Surgery, University Health Service, without compensation, effective July 1, 1976 until December 31, 1976.

Corazon R. Estrella, renewal of additional assignment as Program Development Associate, Program Development Staff, Office of the President, effective June 1, 1976 until June 30, 1976.

Marina D. Estrera, increase in salary as Research Associate III, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective June 1, 1976 until June 30, 1976.

George Eufemio, renewal of supplementary appointment as Consultant in Surgery, University Health Service, without compensation, effective July 1, 1976 until December 31, 1976.

Rosalie B. Faderon, reclassification of position with increase in salary from Librarian II to Instructor IV in Library Science, Institute of Library Science, effective June 14, 1976 until May 31, 1977.

Romeo V. Fajardo, renewal of supplementary appointment as Research Ophthalmologist, Philippine Eye Research Institute, effective July 1, 1976 until December 31, 1976.

Myrna S. Feliciano, renewal of additional assignment as Program Development Associate, Program Development Staff, Office of the President, effective April 1, 1976 until May 31, 1976; renewal of additional assignment as Member, Planning and Steering Committee, Philippine Jurisprudence Project, Law Center, effective July 1, 1976 until December 31, 1976.

Benjamin H. Felipe, renewal of supplementary appointment as Consultant in Chest Diseases, University Health Service, without compensation, effective July 1, 1976 until December 31, 1976.

Natividad G. Fernandez as Lecturer in Nutrition, College of Home Economics, effective June 15, 1976 until May 31, 1977.

Pepito M. Fernandez, reappointment to additional assignment as Officer-in-Charge, College of Fisheries, effective May 24, 1976 until the return of Rogelio O. Juliano from a special detail abroad, but not later than June 7, 1976.

Perfecto Fernandez, renewal of additional assignment as Contributing Editor—Constitutional Law, Philippine Jurisprudence Project, Law Center, effective July 1, 1976 until December 31, 1976.

Florian M. Flores, reclassification of position with increase in salary from Consultant to Instructor I in Physical Education, Institute of Sports, Physical Education and Recreation, effective June 1, 1976 until the return of Emilio Bernardino, Jr. from a leave of absence, but not later than May 31, 1977.

Loida A. Flores as Instructor I, University Elementary School, College of Education, effective June 1, 1976 until the return of Angelita de la Peña from a local fellowship, but not later than October 15, 1976.

Trinidad Flores as Resource Person, Training Program on Research Utilization in Population Education for Research Supervisors, College of Education, effective April 5, 1976 until May 18, 1976.

Josefina C. Fonacier, renewal of additional assignment as Consultant in Mathematics, Leyte Research and Development High School Project, U.P. College Tacloban, effective June 1, 1976 until May 31, 1977.

Romeo D. Fortes, renewal of additional assignment as Senior Lecturer, Institute of Fisheries Development and Research, College of Fisheries, effective June 14, 1976 until May 31, 1977.

Roy P. Francisco as Lecturer in Hotel and Restaurant Administration, College of Home Economics, effective June 7, 1976 until May 31, 1977.

Macrina R. Fuentes as Lecturer in Nursing, U.P. College Cebu, effective June 1, 1976 until May 31, 1977.

Henry F. Funtecha as Instructor II in Social Sciences, U.P. College Iloilo, effective June 14, 1976 until the return of Ma. Luisa Mabunay from a local fellowship, but not later than May 31, 1977.

Zenaida M. Galang as Librarian II, U.P.-NEDA-TWSD, Institute of Social Work and Community Development, effective April 1, 1976 until June 15, 1976.

Edna T. Ganzon as Lecturer in Zoology, U.P. College Manila, effective June 1, 1976 until May 31, 1977.

Marito H. Garcia, increase in salary as Research Associate I, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective March 1, 1976 until June 30, 1976.

Hortencia I. Garcia, transfer from U.P. College Baguio as Assistant Professor III of Mathematics, College of Arts and Sciences, effective June 1, 1976.

Ruben A. Garcia as Senior Design Engineer, Infrastructure Development Program, Office of the President, effective May 1, 1976 until June 30, 1976.

Ma. Cecilia C. Gastardo, reclassification of position with increase in salary from Lecturer to Instructor I in Psychology, College of Arts and Sciences, effective June 1, 1976 until the return of Renato M. Daquiz from a local fellowship, but not later than May 31, 1977.

Miflora M. Gatchalian, reappointment to additional assignment as Program Development Associate, Program Development Staff, Office of the President, effective May 1, 1976 until June 30, 1976.

Susan C. Gawaran, reclassification of position with increase in salary from Lecturer to Instructor I in Spanish, U.P. College Manila, effective June 1, 1976 until May 31, 1977.

Adelina S. Gimenez, increase in salary from Assistant Professor III to Assistant Professor IV of Nursing, School of Nursing, Philippine General Hospital, effective March 1, 1976.

George O. Go, transfer to non-substitute status as Instructor I in Zoology, College of Arts and Sciences, effective June 1, 1976 until May 31, 1977.

Judy T. Go as Instructor I, University Elementary School, College of Education, effective June 1, 1976 until the return of Visitacion L. Ortiz from a local fellowship, but not later than October 15, 1976.

Benito C. Gonzales, renewal of additional assignment as Senior Lecturer in Industrial Relations, Asian Labor Education Center, effective April 1, 1976 until October 31, 1976.

Elizabeth A. Gonzales as Instructor I in Dentistry, College of Dentistry, effective June 1, 1976 until May 31, 1977.

Corazon P. Gonzalez, renewal of additional assignment as Director, National Teacher Training Center, effective May 1, 1976 until April 30, 1979.

Lucille C. Gregorio, reappointment to additional assignment as Senior Lecturer in Botany, College of Arts and Sciences, effective June 1, 1976 until October 15, 1976.

Ivanna J. Guillergan as Instructor I in Statistics, U.P. College Iloilo, effective June 1, 1976 until the return of Sonia P. Formacion from a study leave, but not later than May 31, 1977.

Reynaldo V. Guioguio as Program Development Associate, Program Development Staff, Office of the President, effective April 26, 1976 until June 26, 1976.

Fortunato Gupit, Jr., renewal of supplementary appointment as Contributing Editor—Civil Procedure and Special Action, Philippine Jurisprudence Project, Law Center, effective July 1, 1976 until December 31, 1976.

Hugo R. Gutierrez, renewal of supplementary appointment as Contributing Editor—Public Officers and Civil Service, Philippine Jurisprudence Project, Law Center, effective July 1, 1976 until December 31, 1976.

Dolores F. Hernandez, renewal of additional assignment as Member, Steering Committee, Leyte Research and Development High School Project, U.P.

College Tacloban, effective June 1, 1976 until May 31, 1977.

Manuel V. Hernandez, Jr. as Instructor I in Engineering Sciences, College of Engineering, effective June 14, 1976 until May 31, 1977.

Viveca V. Hernandez as Instructor I in Spanish, College of Arts and Sciences, effective June 1, 1976 until May 31, 1977.

Cesar A. Hidalgo as Assistant Dean, U.P. Extension Division Clark Air Base, effective May 22, 1976 until April 30, 1977.

Namnama P. Hidalgo, renewal of additional assignment as Senior Lecturer in Library Science, Institute of Library Science, effective June 1, 1976 until May 31, 1977.

Leticia P. Ho, transfer to permanent status as Guidance Counselor I, University High School, College of Education, effective June 1, 1976.

Andres F. Homeres as Reviewer for the Career Service Examination, U.P. College Tacloban, effective March 19, 1976 until April 24, 1976.

Esperanza L. Ibañez, renewal of additional assignment as Program Development Associate, Program Development Staff, Office of the President, effective June 1, 1976 until June 30, 1976; renewal of additional assignment as Programmer, Computer Center, effective July 1, 1976 until June 30, 1977.

Gabriel U. Iglesias as Director, Administrative Development Program, College of Public Administration, effective July 1, 1976 until June 30, 1977.

Generoso D. Jacinto, Jr., reclassification of position with increase in salary from Graduate Assistant to Instructor I in Philippine Institutions, College of Arts and Sciences, effective June 1, 1976 until May 31, 1977.

Cynthia Theresa A. Jimenez as Instructor II in English, College of Arts and Sciences, effective June 1, 1976 until the return of Rony V. Diaz from detail at the National Manpower Youth Council, but not later than May 31, 1977.

Wilhelmina R. Jingco, renewal of additional assignment as Program Development Associate, Program Development Staff, Office of the President, effective June 1, 1976 until June 30, 1976.

Maria Corazon U. Juan, increase in salary as Project Assistant II, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective March 1, 1976 until June 30, 1976.

Apolo C. Jucaban, reappointment as Lecturer in Environmental Planning, Institute of Environmental Planning, effective June 14, 1976 until October 15, 1976.

Lolita C. Kintanar, reappointment as Lecturer in Social Work, Institute of Social Work and Community Development, effective June 1, 1976 until October 15, 1976.

Eduardo A. Labitag, renewal of additional assignment as Secretary, College of Law, effective June 1, 1976 until May 31, 1977.

Zenaida Z. Leonidas as Acting Coordinator of Professional Education, U.P. College Iloilo, effective June 1, 1976 until the return of Felicidad Jesena from a study leave, but not later than May 31, 1977.

Steven Edward Lewis as Visiting Consultant in Audiology and Speech Rehabilitation, Department of Otorhinolaryngology, Philippine General Hospital, without compensation, effective July 1, 1976 until June 30, 1977.

Gloria D. Lim, renewal of supplementary appointment as Research Ophthalmologist, Philippine Eye Research Institute, effective July 1, 1976 until December 31, 1976.

Robert D. Lim, renewal with reclassification of position from "Authority to teach" assignment to Lecturer in General Medicine and Surgery, School of Allied Medical Professions, College of Medicine, effective June 1, 1976 until May 31, 1977.

Rosemarie Lim as Lecturer in Guidance and Counseling, U.P. College Iloilo, effective June 1, 1976 until May 31, 1977.

Augusto L. Lingao, renewal of supplementary appointment as Consultant in Allergy, University Health Service, without compensation, effective July 1, 1976 until December 31, 1976.

Dionisio O. Liwag, reappointment to additional assignment as Senior Lecturer in Botany, College of Arts and Sciences, effective June 14, 1976 until October 31, 1976.

Leilani L. Lorilla as Lecturer in Social Work, Institute of Social Work and Community Development, effective June 1, 1976 until October 15, 1976.

Manolita S. Lua, reclassification of position with increase in salary from Lecturer to Instructor II in Psychology, U.P. College Cebu, effective April 16, 1976 until June 30, 1976.

Ernesto S. Luis, reappointment as Lecturer in Organic Chemistry, College of Fisheries, effective June 1, 1976 until October 31, 1976.

Albino C. Lumen as Reviewer for the Career Service Examination, U.P. College Tacloban, effective March 19, 1976 until April 24, 1976.

Telesforo W. Luna, Jr., extension of additional assignment as Executive Director, National Development Research Center, effective July 1, 1976 until the return of Agustin Kintanar from a leave of absence, but not later than September 30, 1976.

Ma. Adelina P. Lupisan as Lecturer in Food Science and Nutrition, College of Home Economics, effective June 1, 1976 until the return of Divina B. Requiestas from a maternity leave, but not later than October 15, 1976.

Melodia G. Macapagal as Instructor (Senior Resident) in Psychiatry, College of Medicine, and Chief Resident Physician Trainee, Philippine General Hospital, effective July 1, 1976 until June 30, 1977.

Flora Grace H. Macapanpan as Instructor I in Sociology, College of Arts and Sciences, effective June 1, 1976 until May 31, 1977.

Ruth V. Macogue as Writer, Project Element, College of Education, effective April 1, 1976 until September 30, 1976.

Ruben V. Madridejos, transfer to non-substitute status as Instructor I in Physics, College of Arts and Sciences, effective June 1, 1976 until May 31, 1977.

Merlin M. Magallona, extension of additional assignment as Senior Lecturer in Law, College of Law, effective June 1, 1976 until June 30, 1976; renewal of additional assignment with increase in salary as Senior Lecturer in Law, College of Law, effective July 1, 1976 until May 31, 1977.

Marcelita C. Magno as Senior Lecturer in Education, College of Education, effective June 14, 1976 until May 31, 1977.

Thelma M. Makasiar as Senior Lecturer in Business Administration, U.P. Extension Division Clark Air Base, effective February 2, 1976 until May 31, 1976; renewal of additional assignment as Program Development Associate, Program Development Staff, Office of the President, effective June 1, 1976 until June 30, 1976.

Virginia B. Malay, increase in salary from Assistant Professor III to Assistant Professor IV of Nursing (part-time), School of Nursing, Philippine General Hospital, effective March 1, 1976.

Priscila S. Manalang, renewal of additional assignment as Program Development Associate, Program Development Staff, Office of the President, effective June 1, 1976 until June 30, 1976.

Placido M. Manalo, Jr., renewal of additional assignment as Director of Studies, Philippine Executive Academy, effective July 1, 1976 until April 30, 1978.

Mahar K. Mangahas, renewal of additional assignment as Program Development Associate, Program Development Staff, Office of the President, effective June 1, 1976 until June 30, 1976.

Liborio L. Mangubat, renewal of supplementary appointment as Research Ophthalmologist, Philippine Eye Research Institute, effective July 1, 1976 until December 31, 1976.

Fernando R. Manibog as Instructor III in Economics, School of Economics, effective June 7, 1976 until the return of Anacleto Lacebal from a leave of absence, but not later than May 31, 1977.

Eligio A. Manto, renewal of additional assignment as Lecturer in Medical Jurisprudence, College of Medicine, effective June 1, 1976 until May 31, 1977.

Myrna S. Maranan, transfer to non-substitute status as Instructor II in Botany, College of Arts and Sciences, effective June 1, 1976 until May 31, 1977.

Editha M. Marcelo as Officer-in-Charge, Office of the Assistant Principal, University Elementary School, College of Education, effective May 3, 1976 until the return of Florinda J. Lesaca from a leave of absence, but not later than May 2, 1977.

Clarissa L. Marte, transfer from the College of Arts and Sciences as Assistant Professor II of Zoology, U.P. College Iloilo, effective June 1, 1976 until May 31, 1977.

Galicano J. Mateo, renewal of additional assignment as Special Lecturer in Union Finance, Asian Labor Education Center, effective July 1, 1976 until May 31, 1977.

Nieves Erlinda R. Mateo as Consultant in Physical Education and Health Education, Leyte Research and Development High School Project, U.P. College Tacloban, effective June 1, 1976 until May 31, 1977.

Felipe M. Medalla, reclassification of position with increase in salary from Lecturer to Instructor III in Economics, School of Economics, effective June 1, 1976 until May 31, 1977.

Jose Ma. M. Mejia as Officer for Student Relations, U.P. College Baguio, effective June 1, 1976 until May 31, 1977.

Julius C. Mendoza, renewal of appointment and reclassification of position with increase in salary from Lecturer to Instructor I in Philosophy, U.P. College Baguio, effective June 1, 1976 until the return of Benjamin C. Abellera from a local fellowship, but not later than May 31, 1977.

Leonarda S. Mendoza, reappointment to additional assignment as Officer-in-Charge, Department of Fisheries Technology, College of Fisheries, effective May 21, 1976 until the return of Patricia T. Arroyo from a special detail abroad, but not later than July 23, 1976.

Aurora A. Miñoza, renewal of additional assignment as Officer-in-Charge, Department of Educational Foundation, College of Education, effective June 1, 1976 until April 30, 1977.

Bienvenido T. Miranda, renewal of additional assignment as Project Leader in a Research Project titled "A Filipino Vocabulary for Natural Sciences," Natural Science Research Center, effective July 1, 1976 until December 31, 1976.

Edna P. Miranda as Lecturer in Mathematics, U.P. College Manila, effective June 1, 1976 until May 31, 1977.

Nena M. Mongaya, increase in salary as Research Associate IV, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective March 1, 1976 until June 30, 1976.

Natividad J. Munarriz as Chairman, Department of Counselor Education, College of Education, effective July 1, 1976 until April 30, 1979.

Catalina A. Naval, increase in salary as Medical Researcher I, Philippine General Hospital, effective March 1, 1976.

Rene A. Neri as Extension Veterinarian, College of Veterinary Medicine, effective June 1, 1976 until May 31, 1977.

Teresita M. Nuñal as Instructor I in Home Economics, High School Department, U.P. College Iloilo, effective June 1, 1976 until May 31, 1977.

Romeo B. Ocampo as Consultant, U.P.-NEDA-TWSD, Institute of Social Work and Community Development, effective April 1, 1976 until June 15, 1976; renewal of additional assignment as Director of Research and Publications, College of Public Administration, effective July 1, 1976 until June 30, 1977.

Angeles F. Ocaña as Instructor III in Health Care, U.P. College Tacloban, effective June 1, 1976 until May 31, 1977.

Cristina I. Olivares as Instructor I in Dentistry, College of Dentistry, effective June 1, 1976 until the return of Emeline B. Abog from a study leave, but not later than May 31, 1977.

Samuel B. Ong as Instructor I in Metallurgy, College of Engineering, effective June 14, 1976 until the return of Gangerico Ramos from a leave of absence, but not later than May 31, 1977.

Adelwisa R. Ortega as Instructor IV in Medical Microbiology, Institute of Public Health, effective June 1, 1976 until May 31, 1977.

Edgar M. Ortega as Senior Lecturer in Computer Science, College of Engineering, effective June 14, 1976 until May 31, 1977.

Clarita R. Pacis, increase in salary from Assistant Professor III to Assistant Professor IV of Nursing, School of Nursing, Philippine General Hospital, effective March 1, 1976.

Alfonso G. Pacquing, renewal of additional assignment as Chairman, Department of Educational Administration, College of Education, effective July 1, 1976 until April 30, 1979.

Gisela P. Padilla, transfer from U.P. at Los Baños and to non-substitute status as Instructor II in Chemistry, College of Arts and Sciences, effective June 1, 1976 until May 31, 1977.

Perfecto L. Padilla, renewal of additional assignment as Deputy Director, Local Government Center, College of Public Administration, effective July 1, 1976 until June 30, 1977.

Rogelio M. Pagarigan as Lecturer in Fine Arts, College of Fine Arts, effective June 1, 1976 until May 31, 1977.

Eliseo M. Pajaro, renewal of additional assignment as Special Assistant to the President on Cultural Affairs, Office of the President, effective June 1, 1976 until May 31, 1977.

Helen P. Palabyab, increase in salary as Research Associate IV, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective June 1, 1976 until June 30, 1976.

Wilfredo C. Palarca, increase in salary as Research Associate I, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective March 1, 1976 until June 30, 1976.

Rodolfo C. Palma, renewal of appointment and transfer from supplementary to basic appointment as Contributing Editor—Obligations and Contracts, Philippine Jurisprudence Project, Law Center, effective July 1, 1976 until December 31, 1976.

Urbana J. Paman as Assistant Professor I of English, U.P. College Iloilo, effective June 1, 1976 until May 31, 1977.

Cristina P. Parel as Project Director, "Social Psychological Factor Relating to Fertility Decision" under the Population Center Foundation Grant, UPCDRC-PCF-POPCOM, Community Development Research Council, effective June 1, 1976 until May 31, 1977; renewal of additional assignment as Officer-in-Charge, Community Development Research Council, effective July 1, 1976 until June 30, 1977.

Leonardo B. Pascual, transfer to non-substitute and permanent status as Researcher I, Science Education Center, effective July 1, 1976.

Julian N. Patolot, reappointment to additional assignment as Senior Lecturer in Fisheries, College of Fisheries, effective June 7, 1976 until October 7, 1976.

Ma. Milagros M. Pefianco, transfer from U.P. College Tacloban with reclassification of position from Lecturer to Instructor I in Community Development, Institute of Social Work and Community Development, effective July 1, 1976 until May 31, 1977.

Elinora C. Peralta as Instructor I in Spanish, College of Arts and Sciences, effective June 1, 1976 until May 31, 1977.

Angelica R. Perez, increase in salary as Programmer I, Philippine General Hospital, effective March 1, 1976 until June 30, 1976.

Nestor N. Pilar, renewal of additional assignment as Director of Graduate Studies, College of Public Administration, effective July 1, 1976 until June 30, 1977.

Ernesto Pineda as Senior Lecturer in Business Administration, U.P. Extension Division Clark Air Base, effective February 2, 1976 until May 31, 1977.

Julius M. Pineda as Lecturer in Civil Engineering, College of Engineering, effective June 7, 1976 until May 31, 1977.

Carmen E. Planas, reappointment as Lecturer in History, College of Arts and Sciences, effective June 14, 1976 until October 29, 1976.

Leven S. Puno, increase in salary from Assistant Professor III to Assistant Professor IV of Public Administration, College of Public Administration, effective June 1, 1976.

Josefa Quirante as Resource Person, Training Program on Research Utilization in Population Education for Research Supervisors, College of Education, effective April 5, 1976 until May 18, 1976.

Evangel P. Quiwa, renewal of additional assignment as Programmer, Computer Center, effective July 1, 1976 until June 30, 1977.

Lilia M. Rabago, renewal of additional assignment as Assistant Principal, University High School, College of Education, effective July 1, 1976 until April 30, 1977.

Hermes F. Rañola, increase in salary as Research Associate II, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective May 1, 1976 until June 30, 1976.

Santanina T. Rasul as Program Development Associate, Program Development Staff, Office of the President, effective May 1, 1976 until July 31, 1976.

Bernadette C. Recidoro as Lecturer in Education and National Development, U.P. Extension Division Clark Air Base, effective May 3, 1976 until July 31, 1976.

Eli M. Remolona as Instructor III in Economics, School of Economics, effective June 7, 1976 until the return of Raul Fabella from a leave of absence, but not later than May 31, 1977.

Elena Revatoris, promotion in rank from Librarian I to Librarian II, University Library, effective July 1, 1976.

Alberto G. Reyes, increase in salary as Research Associate I, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective March 1, 1976 until June 30, 1976.

Antonio A. Reyes, transfer from U.P. at Los Baños to substitute status as Instructor II in Chemistry, College of Arts and Sciences, effective June 1, 1976 until the return of Cielo Santiago from a leave of absence, but not later than May 31, 1977.

Felisberto G. L. Reyes, renewal of additional assignment as Consulting Design Engineer, Infrastructure Development Program, Office of the President, effective March 16, 1976 until June 30, 1976.

Floraida S. Reyes, reappointment as Instructor I in Spanish, College of Arts and Sciences, effective June 1, 1976 until May 31, 1977.

Georgina A. Reyes, reappointment to supplementary appointment as Senior Lecturer in English, College of Arts and Sciences, effective June 1, 1976 until October 31, 1976.

Rizal V. Reyes as Assistant Professor I of Viola, College of Music, effective June 1, 1976 until May 31, 1977.

Salvador F. Reyes, renewal of additional assignment as Consulting Design Engineer, Infrastructure De-

velopment Program, Office of the President, effective March 16, 1976 until June 30, 1976.

Marcelino Reysio-Cruz, renewal of supplementary appointment as Consultant in Plastic Surgery, University Health Service, without compensation, effective July 1, 1976 until December 31, 1976.

Flora Z. Rivera, renewal of additional assignment as Chairman, Department of Music Literature and Theory, College of Music, effective July 1, 1976 until April 30, 1977.

Manuel T. Rivera, renewal of supplementary appointment as Consultant in Orthopedics, University Health Service, effective July 1, 1976 until December 31, 1976.

Reynaldo L. Roberto, increase in salary as Project Assistant II, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective March 1, 1976 until June 30, 1976.

Rafael A. Rodriguez as Consultant, U.P.-NEDA-TWSD, Institute of Social Work and Community Development, effective April 1, 1976 until June 15, 1976.

Vicente P. Rodriguez as Lecturer in Spanish, U.P. College Cebu, effective June 1, 1976 until May 31, 1977.

Dionisia A. Rola as Project Director, National Electrification Administration Research Project, U.P. College Iloilo, effective April 1, 1976 until September 1, 1976.

Alfonso S. Romero, increase in salary as Project Assistant II, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective March 1, 1976 until June 30, 1976.

Florida Ruth P. Romero, extension of additional assignment as Head, Division of Continuing Legal Education, Law Center, effective July 1, 1976 until December 31, 1976; renewal of additional assignment as Contributing Editor—Persons and Family Relations, Philippine Jurisprudence Project, Law Center, effective July 1, 1976 until December 31, 1976.

Eduardo T. Rondain, renewal of supplementary appointment as Special Lecturer in Labor and Social Legislation, Asian Labor Education Center, effective July 1, 1976 until June 30, 1977.

Reynaldo H. Rosales, increase in salary from Instructor II to Instructor III in Chemistry, U.P. College Baguio, effective May 1, 1976 until May 31, 1976.

Clarissa A. Rubio as Research Associate, UPCDRC-POPCOM Project, Community Development Research Center, effective June 1, 1976 until May 31, 1977.

Helen Samson as Consultant in Music, Leyte Research and Development High School Project, U.P. College Tacloban, effective June 1, 1976 until May 31, 1977.

Luisa S. Saniel, renewal of additional assignment as Researcher in a Research Project titled "Microbiological Studies of Diseased Eucheuma spp. and Other Seaweeds," Marine Sciences Center, effective July 1, 1976 until June 30, 1977.

Jaime F. Santiago as Lecturer in Fine Arts, College of Fine Arts, effective June 1, 1976 until October 31, 1976.

Milagros M. Santos, promotion in rank and salary and transfer to permanent status from Librarian I to Librarian II, Law Center, effective July 1, 1976.

Angela P. Sarile, renewal of additional assignment as Officer for Student Relations, U.P. College Manila, effective June 1, 1976 until May 31, 1977.

Perla A. Segovia, renewal of appointment as Assistant Professor III of Public Administration, College of Public Administration, effective June 1, 1976 until May 31, 1977.

Marian A. Segura, reclassification of position from Lecturer to Instructor IV in Economics, School of Economics, effective June 1, 1976 until the return of Teresa Jayme-Ho from a leave of absence, but not later than May 31, 1977.

Judy Carol C. Sevilla, renewal of appointment and transfer to non-substitute status as Instructor I in Psychology, College of Arts and Sciences, effective June 1, 1976 until May 31, 1977.

Loretta M. Sicat, renewal of additional assignment as Member, Law Research Council, Law Center, effective July 1, 1976 until December 31, 1976.

Carmencita S. Simpas as Lecturer in Guidance and Counseling, U.P. College Iloilo, effective June 1, 1976 until May 31, 1977.

Margarita R. Simpliciano as Program Development Associate, Program Development Staff, Office of the President, effective June 1, 1976 until June 30, 1976.

Marvie A. Singson as Lecturer in Business Administration, U.P. College Iloilo, effective June 1, 1976 until May 31, 1977.

Rosita L. Sioson, increase in salary from Instructor III to Instructor IV in Economics, School of Economics, effective July 1, 1976 until the return of Felipe S. Martin from a leave of absence, but not later than May 31, 1977.

Horacio T. Sison as Instructor I in Physics, College of Arts and Sciences, effective June 1, 1976 until the return of Jaime Santiago from a leave of absence, but not later than May 31, 1977.

Daisy R. Soledad, renewal of appointment as Deputy Project Director and Member, Steering Committee, Leyte Research and Development High School Project, U.P. College Tacloban, effective June 1, 1976 until May 31, 1977; extension of additional assignment as Officer-in-Charge, U.P. College Tacloban, effective May 19, 1976 until the return of Benjamin M. Catane from a special detail abroad, but not later than June 18, 1976.

Jose A. Solis, reappointment to additional assignment as Chairman, Department of Veterinary Anatomy, College of Veterinary Medicine, effective June 1, 1976 until April 30, 1979.

Ernesto P. Sonido, renewal of additional assignment as Project Leader in the Research Project titled "Application of Computer Program on Gravity Data and Interpretation of the Results," Natural Science Research Center, effective July 1, 1976 until September 30, 1976.

Victorio N. Sugbo as Lecturer in English, College of Education, effective April 1, 1976 until May 31, 1976; reappointment as Lecturer in English, College of Education, effective June 14, 1976 until October 15, 1976.

Lynna Marie Y. Sycip as Instructor I in Psychology, College of Arts and Sciences, effective June 1, 1976 until the return of Edwin Decenteceo from a leave of absence, but not later than May 31, 1977.

Priscilla J. Tablan, renewal of supplementary appointment as Consultant in Chest Diseases, University Health Service, effective July 1, 1976 until December 31, 1976.

Alfred F. Tadiar as Senior Research Fellow, Law Center, effective June 1, 1976 until May 31, 1977.

Carlos C. Tapang as Instructor I in Physics, College of Arts and Sciences, effective June 1, 1976 until the return of Teresita Magtoto from a leave of absence, but not later than May 31, 1977.

Mehretab Tekie, increase in salary as Research Associate IV, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective March 1, 1976 until June 30, 1976.

Noel V. Teodoro, reclassification of position with increase in salary from Lecturer to Instructor I in Philippine Institutions, College of Arts and Sciences, effective June 1, 1976 until May 31, 1977.

Alejandro L. Tiambeng, Jr. as Lecturer in Civil Engineering, College of Engineering, effective June 14, 1976 until May 31, 1977.

Rosa Linda P. Tidalgo, renewal of additional assignment as Program Development Associate, Program Development Staff, Office of the President, effective June 1, 1976 until June 30, 1976; renewal of additional assignment as Program Director, Public Affairs Program, School of Economics, effective August 1, 1976 until May 31, 1977.

Alfonso S. Tioleco, Jr. as Senior Lecturer in Business Administration, U.P. Extension Division Clark Air Base, effective February 2, 1976 until May 31, 1976.

Amaryllis T. Torres as Coordinator, Office of Continuing Education, Institute of Social Work and Community Development, effective June 1, 1976 until May 31, 1977.

Angelita A. Torres as Lecturer in Education, U.P. College Iloilo, effective June 1, 1976 until May 31, 1977.

Cristina E. Torres as Acting Chairman, Division of Social Sciences, U.P. College Manila, effective June 1, 1976 until April 30, 1977; increase in salary from Instructor II to Instructor III in History, U.P. College Manila, effective June 1, 1976 until May 31, 1977.

Gavino C. Trono, Jr., renewal of appointment as Researcher in a Research Project titled "Creation of the G.T. Velasquez Phycological Herbarium," Marine Sciences Center, effective July 1, 1976 until June 30, 1977.

Juan B. Uy as Professorial Lecturer in Business Administration, U.P. Extension Division Clark Air Base, effective April 22, 1976 until May 31, 1976; renewal of additional assignment as Professorial Lecturer in Business Administration, U.P. Extension Division Clark Air Base, effective June 1, 1976 until May 31, 1977.

Flordeliz R. Uyenco, renewal of additional assignment as Researcher in the Research Project titled "Microbiological Studies of Diseased Eucheuma spp. and Other Seaweeds," Marine Sciences Center, effective July 1, 1976 until June 30, 1977.

Ernesto V. Valdez, renewal of additional assignment as Consultant in Infectious Diseases, University Health Service, effective July 1, 1976 until December 31, 1976.

Ruben N. Valdez, renewal of appointment and transfer to non-substitute status as Instructor I, University High School, College of Education, effective June 1, 1976 until May 31, 1977.

Roseanna Valdez, renewal of appointment and transfer to non-substitute status as Instructor II in Humanities, College of Arts and Sciences, effective June 1, 1976 until May 31, 1977.

Manolo O. Vaño as Instructor IV in Mathematics, U.P. College Cebu, effective April 16, 1976 until May 31, 1976.

Jaime I. Velasco as Resident Veterinarian, Veterinary Hospital, College of Veterinary Medicine, effective June 1, 1976 until May 31, 1977.

Gregorio T. Velasquez, renewal of supplementary appointment as Consultant, Marine Sciences Center, effective July 1, 1976 until June 30, 1977.

Ma. Corazon J. Veneracion, promotion in rank and salary from Instructor IV to Assistant Professor I of Social Work, Institute of Social Work and Community Development, effective March 1, 1976 until May 31, 1976.

Ophelia P. Veniegas as Module Writer, Project Element, College of Education, effective June 1, 1976 until completion of module.

Violeta Villaroman, renewal of appointment and transfer to non-substitute status as Instructor I in Psychology, College of Arts and Sciences, effective June 1, 1976 until May 31, 1977.

Villamor G. Vital as Research Associate IV, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective May 12, 1976 until June 30, 1976.

Reynaldo E. Yago as Assistant Secretary, College of Arts and Sciences, effective June 1, 1976 until May 31, 1977.

Yukihiro Yamada as Visiting Research Associate, Department of Linguistics and Asian Languages, College of Arts and Sciences, without compensation, effective April 1, 1977 to July 31, 1977.

Hugo D. Yonzon III as Lecturer in Fine Arts, College of Fine Arts, effective June 1, 1976 until October 31, 1976.

Patria V. Yutangco, renewal of appointment as Project Coordinator and Member, Steering Committee, Leyte Research and Development High School Project, U.P. College Tacloban, effective June 1, 1976 until May 31, 1977.

Nonita A. Zabala as Instructor in Music, University High School, College of Education, effective May 30, 1976 until May 31, 1977.

SEPARATIONS FROM THE SERVICE

Resignations

Macrina Acuña as Instructor, College of Education, effective June 1, 1976.

Sonia Aguila as Bindery Helper, University Press, effective June 1, 1976.

Elizabeth Angeles as Instructor, College of Home Economics, effective June 1, 1976.

Eduardo G. Araullo as Training Associate, School of Economics, effective June 1, 1976.

Reynaldo Badillo as Administrative Officer, Institute of Public Health, effective June 8, 1976.

Cynthia R. Baviera as Instructor in Pathology, College of Medicine, effective June 1, 1976.

Bernardino S. Cruz as Instructor, College of Medicine, effective June 1, 1976.

Evangeline N. de los Reyes as Instructor, Department of Chemistry, College of Arts and Sciences, effective June 1, 1976.

Virgilio P. Dilla as Illustrator, Comprehensive Community Health Program, effective June 1, 1976.

Pilar Fontelar as Research Aide, University Library, effective June 7, 1976.

Virginia Labas as Clerk-Typist, U.P. College Iloilo, effective June 8, 1976.

Ciriaca Manalo as Assistant Professor, Institute of Public Health, effective June 1, 1976.

Cherry Lynn S. Ricafrente as Law Researcher III, Law Center, effective February 1, 1976.

Geronides Sabornido as Emergency Engineering Assistant, Office of Physical Plant, effective June 28, 1976.

Bella San Juan as Research Aide, Institute of Public Health, effective June 1, 1976.

Retirements

Teresita C. Agbayani as Administrative Officer, College of Law, effective June 11, 1976.

Bernabe Canlas as Custodial Worker, Office of Physical Plant, effective June 12, 1976.

Pedro Carreon as Bookbinder, University Library, effective June 29, 1976.

Celso Estrella as Associate Professor, College of Music, effective June 1, 1976.

Leonila B. Hayag as Clerk-Typist, Property Division, effective June 4, 1976 (deceased).

Alfonso P. Santos as Professor, College of Arts and Sciences, effective June 17, 1976.

CONTRACTS AND AGREEMENTS

The Board *confirmed* the following contracts and agreements at its 873rd meeting on 24 June 1976:

1. Memorandum of Agreement with the Southeast Asian Fisheries Development Center (SEAFDEC)

A memorandum of agreement was entered into by the University and the Southeast Asian Fisheries Development Center (SEAFDEC), through its Aquaculture Department, whereby the parties agree to consolidate their resources and share their expertise and facilities to accommodate more graduate students in aquaculture, particularly in the Graduate Program leading to an M.S. in Fisheries (Aquaculture), presently offered by the U.P. in Leganes, Iloilo. The agreement is for three (3) years, effective June 1976.

2. Memorandum of Agreement with the Population Education Program and the Department of Education and Culture

A memorandum of agreement was entered into by the University and the Population Education Program and the Department of Education and Culture, whereby the U.P., through the College of Education, shall conduct the training program in research utilization in population education for research supervisors jointly with PEP and DEC, for which purpose the Population Center Foundation has provided the funds.

3. Contract Entered Into Between the UPLB and Outside Agencies

The Board *confirmed* the following memorandum of agreement entered into between the UPLB and outside agencies and approved by the President:

1. *Memorandum of Agreement with the Philippine Council for Agriculture and Natural Resources Research and the Forest Products Research and Industries Development Commission* pertaining to the research project "Studies on Some Aspects of the Utilization of Bamboos" financed by the PCARR. The Agreement takes effect upon execution and remains in force unless terminated by mutual consent of the parties.

HISTORICAL PAPERS AND DOCUMENTS

TOWARDS HUMANISM IN HEALTH

By MADAME IMELDA ROMUALDEZ MARCOS
First Lady of the Philippines

(Speech Delivered at the Abelardo Hall Auditorium During the Launching of the Philippine Medical Center on 25 June 1976)

On these grounds, the Philippine Medical Center will rise. From where we now stand, we shall eventually see the physical expression of our vision, of man as the center of our concern. *For more* than mere structures, we hope to create a community of men forging the skills and tools of medical science, enlivened by the mission of providing a heritage of good health for the nation, now and for generations to come.

The Philippine Medical Center, therefore, will reach out beyond these grounds, becoming part of the mainstream of national life. In the Metro-Manila Area, the Center will link with present and projected specialty hospitals like the Philippine Heart Center, the National Lung Center, the Cancer Center and other specialized service hospitals to form a network through which medical training, health research and patient service can be performed in a way never before possible.

With such a system we can concentrate our limited sources and best professionals in order to reap the greatest benefits in terms of a healthier and happier population.

Beyond the Metro-Manila area, the Philippine Medical Center will reach out nation-wide, serving as the apex of a system of health care delivery. Together with this national medical center here in the state university grounds, we will build twelve regional hospitals all over the country.

They shall become the secondary centers for a regional network of health facilities in each respective area. These regional hospitals will link the national medical center health areas to the rural areas.

Once these are linked with the Center, there shall emerge an organized and vitalized hierarchy of health institutions capable of serving the people of the most obscure communities in the farthest corners of our country.

Through such a system, our national health agencies can grapple with the health problems of the nation in a living and dynamic, not bureaucratic, atmosphere. The moment such a system is operational, we shall have multiplied our capacities ten-fold by providing a network through which flow impulses for change and directions for progress.

In a field where technical excellence is a requirement for leadership, the center will manifest its leadership through the very act of responding to patient requirements adequately, quickly and well. With the operation of the Center, no longer will the socially and economically deprived be turned away for lack of institutions geared precisely to their needs.

Specialists and sophisticated skills will be available even to the poorest of our society. Given this condition, we go a step closer to the ideal of a scientific community rooted in the realization that their link with the needs of the people is their greatest virtue, their true strength and their ultimate value.

The Center will also lead in the re-thinking of methods and procedures in the training of our medical personnel. We foresee the development of a medical technology that teaches the professional how to treat diseases as well as how to cure more people, more quickly and at least cost. Successes along this function will produce the detailed knowledge that will make possible the emergence of the long-awaited body of trained auxiliary health workers.

What must be made clear is that with the Center, we are laying the foundations for our future self-sufficiency in health technology. With it, we are seeking to create the germinal basis for attracting our health professionals from abroad, and for holding on to current and forthcoming members of medical technology.

In another sense, we are seeking to lay the basis for the successful operation of lower health units, tending as they are to rely on the ability of the higher level units to create the techniques, the systems and the prestige to reach out to the vast majority of our people.

The Center will also lead in the re-thinking of methods and procedures in the training of our medical personnel. It will be involved not only in technical and professional training that covers the many arts and skills of the science of healing, but will seek to develop administrative and management skills in the science of delivering health care.

We are privileged today to have the presence of Dr. Lee Arnold and Lilian Berkman. Dr. Arnold is a space scientist, and the man mainly responsible for man's landing on the moon. Now he is doing a lot of work on tele-medicine and has helped make the bionic man possible. A great humanist, he travels and works around the world giving of himself so that the quality of the life of man on this planet is improved.

We foresee the development of a medical technology that teaches the professional how to treat diseases from a distance as well as how to cure more people, more quickly and at least cost in time, space and effort. Successes along this function will produce the detailed knowledge that will make possible the emergence of the long-awaited body of trained auxiliary health workers.

At the very outset, the whole approach to arresting and reversing the deterioration of urban health requires multi-sectoral participation. Thus to improve the health situation, we have to come to terms with refuse management, environmental sanitation, flood control, peace and order, transportation—the whole range of services required by an urban society.

The virtue of this multi-sectoral and comprehensive approach to health is its responsiveness to the objective

needs of the people as well as to change. For change is a fact of life. I believe we have the energy and the capacity to launch the pioneering efforts in evolving a humanistic health care system for the Philippines, the region and eventually the Third World.

In the end, what we enunciate now as policy is merely an expression of the collective consciousness, a formalized declaration of our people's aspirations.

Hence no matter how great the task, we are neither fazed by its enormity nor cowed by the recognition of our limited capacities because we have, with our people, boundless energy and enthusiasm to bring forth creations worthy of our society, our history, and ultimately, of our humanity.

Thus we dare to dream, to build in the name of our new humanism.

PLS. RETURN TO OSU RECORDS

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PLS. RETURN TO OGS

the university of the philippines gazette

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UNIVERSITY OF THE PHILIPPINES

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ADMINISTRATIVE ISSUANCES

ADMINISTRATIVE ORDER

Administrative Order No. 25: Program-Packaging Democratization of Admissions

Dr. Romeo L. Manlapaz is hereby designated to assume charge and direction of following through on the discussions and the recommendations of the Faculty Conference held at the U.P. at Los Baños on July 8-10 on the theme of "Democratization of Admissions Policies," with the view to putting together an integrated program package which shall include a pilot program to be operational starting June 1977.

For the expeditious and successful discharge of his responsibilities, he is hereby authorized to call upon the assistance of members of the faculty including but not limited to the paper writers and the staff of the Faculty Conference, or appropriate personnel of such offices or units as the Offices of the Deans of Regional Units, the Offices of the Deans of U.P.L.B. Colleges and Units (through the U.P.L.B. Chancellor), the Office of the University Registrar, the Computer Center, the Budget Office, the Accounting Division, and others.

26 July 1976

DECISIONS OF THE BOARD OF REGENTS

874th Meeting, 29 July 1976 (Baguio City)

GRADUATION

The Board approved the amendment of the approval of the graduation of Mildred P. Arafiles as of the end of the second semester, 1975-1976—

from: graduation with the Degree of Doctor of Dental Medicine

to : graduation with the Degree of Doctor of Dental Medicine, *cum laude.*

The Board also approved the further recommendation that the aforementioned case of Miss Arafiles should not be considered a precedent and that future cases of this nature shall be treated on their respective merits on case-to-case basis.

APPOINTMENTS, REAPPOINTMENTS, RENEWALS OF APPOINTMENT, PROMOTIONS, INCREASES IN SALARY, ET AL.

The Board approved the following appointments, reappointments, renewals of appointment, promotions, increases in salary, and other related matters:

Araceli G. Almase, promotion in rank and salary from Assistant Professor V to Associate Professor I of Biology (Undergraduate Program), U.P. College Cebu, effective July 1, 1976 until May 31, 1977.

Leonardo D. Angeles as Professorial Lecturer in Forest Resources Management, College of Forestry, University of the Philippines at Los Baños, effective June 7, 1976 until September 27, 1976.

Carlos I. Antonio, pre-retirement increase in salary as Chief, Property Division (Range 11), effective August 1, 1976.

Narcisa C. Araneta as Associate Professor I of Nursing, Institute of Health Sciences (Tacloban), effective July 1, 1976 until December 31, 1976.

Francisco A. Arcellana, Sr., renewal of appointment as Brig. Gen. Hans M. Menzi Professor of Creative Writing, College of Arts and Sciences, effective May 16, 1976 until April 15, 1977.

Pedro F. Baraoidan as Professorial Lecturer in Business Administration, College of Business Administration, effective July 1, 1976 until May 31, 1977.

Carlito R. Barril as SEARCA Assistant Professor of Chemistry, Graduate School, University of the Philippines at Los Baños, effective June 1, 1976 until May 31, 1977.

Emmanuel D. Bello, renewal of appointment as Guillermo Ponce Associate Professor of Wood Processing, College of Forestry, University of the Philippines at Los Baños, effective May 1, 1976 until April 30, 1977.

Manuel L. Bonita, renewal of appointment as Guillermo Ponce Associate Professor of Logging Engineering, College of Forestry, University of the Philippines at Los Baños, effective May 1, 1976 until April 30, 1977.

Pascual Capiz, reappointment as Professorial Lecturer in English, College of Arts and Sciences, effective June 14, 1976 until October 31, 1976.

Soledad G. Collas, renewal of appointment as Lecturer in Spanish, Instituto de Español, without compensation, effective June 1, 1976 until May 31, 1977.

Prospero R. Covar as Professorial Lecturer in Development Communication, College of Agriculture, University of the Philippines at Los Baños, effective June 7, 1976 until October 15, 1976.

Ibarra E. Cruz as HRCC Professor of Energy, College of Engineering, effective June 1, 1976 until May 31, 1977.

Rogelio P. de Leon, reappointment as Professorial Lecturer in Chemistry, College of Arts and Sciences, effective June 22, 1976 until October 1, 1976.

Dante B. de Padua as Dean, Institute of Agricultural Engineering and Technology, University of the Philippines at Los Baños, effective July 29, 1976 until April 30, 1981.

Dolores S. Feria, reappointment as Associate Professor I of English, College of Arts and Sciences, effective June 14, 1976.

Rhodelia L. Gabriel, reappointment as Professorial Lecturer in Guidance, College of Education, effective June 14, 1976 until October 31, 1976.

Fazlul M. Haque as Visiting Associate Professor of Agricultural Economics, Institute of Agricultural

Development and Administration, University of the Philippines at Los Baños, effective July 1, 1976 until June 30, 1977.

L. Dale Haws as Visiting Professor of Entomology, College of Agriculture, University of the Philippines at Los Baños, without compensation, effective July 1, 1976 until June 30, 1977.

Dolores F. Hernandez, renewal of appointment as Director, Science Education Center, effective August 1, 1976 until April 30, 1979.

Froilan L. Hong as Professorial Lecturer in Environmental Analysis and Management, Institute of Human Ecology, University of the Philippines at Los Baños, effective June 14, 1976 until the end of the first semester, 1976-1977.

Rosa Maria M. Icagasi, promotion in rank and salary from Assistant Professor III to Associate Professor I of English and Humanities, U.P. College Manila, effective June 21, 1976.

Crispulo J. Icban, reappointment as Professorial Lecturer in Journalism, Institute of Mass Communication, effective June 14, 1976 until October 15, 1976.

Emil Q. Javier as Dioscoro L. Umali Associate Professor of Plant Breeding, College of Agriculture, University of the Philippines at Los Baños, effective July 1, 1976 for a period of two (2) years.

Daniel F. Leary, renewal of appointment as Visiting Assistant Professor of Fisheries (Graduate Program), College of Fisheries, effective October 15, 1975 until May 31, 1977.

Romeo L. Manlapaz, special detail as Director, University Computer Center, effective June 1, 1976 and subject to reversion to his regular item as Professor II in the College of Arts and Sciences upon termination of this detail.

Ricardo B. Manubay, promotion in rank and salary from Senior Lecturer to Professorial Lecturer in Business Administration, College of Business Administration, effective July 1, 1976 until May 31, 1977.

Virginia R. Moreno, full-time detail with increase in salary from Associate Professor VI of Humanities, College of Arts and Sciences, to Director, Film Center, effective July 1, 1976 until April 30, 1979 and subject to the following conditions: (a) she will revert to her regular item as Associate Professor VI in the CAS upon termination of this appointment; (b) she will regularly teach at least one course every semester in the Department of Humanities; and (c) this detail shall not prejudice the exercise of her rights as a member of the faculty of the department.

Beulah D. Nuval, promotion in rank and salary from Guidance Counselor II to Guidance Counselor III, Office of Student Affairs, effective July 1, 1976.

Felipe V. Oamar, reclassification of position from Training Specialist IV to Associate Professor IV of Public Administration, College of Public Administration, effective June 14, 1976 until May 31, 1977.

Martin E. Raymundo as Visiting Associate Professor of Soil Science, College of Agriculture, University of the Philippines at Los Baños, without compensation, effective May 1, 1976 until December 31, 1976.

Celso R. Roque, creation for him of an item of Professor III, Department of Physics, effective at the start of the second semester, 1976-1977.

Jose V. Silao, original detail with increase in salary from Professor I (part-time) of Orthopedics, College of Medicine, to Assistant Director for Health Education, Philippine General Hospital, effective July 1, 1976 until December 31, 1976 and subject to the condition that he shall revert to his regular item as Professor in the College of Medicine upon expiration of this appointment.

Chita Irene T. Subido as Professorial Lecturer in Business Administration, College of Business Administration, effective June 21, 1976 until May 31, 1977.

Vivian M. Talisayon, reappointment as Professorial Lecturer in Education, College of Education, effective June 14, 1976 until May 31, 1977.

William M. Valdez, reappointment as Clinical Associate Professor of Surgery (part-time), College of Medicine, and Attending Urologist (part-time), Philippine General Hospital, without compensation, effective June 1, 1976 until May 31, 1977.

Iluminado G. Valencia, reappointment as Professorial Lecturer in Botany, College of Arts and Sciences, effective June 14, 1976 until October 31, 1976.

Rosalina Villavicencio, reappointment as Professorial Lecturer in Education, College of Education, effective June 14, 1976 until May 31, 1977.

Francisco L. Viray as National Power Corporation Assistant Professor of Power I, College of Engineering, effective May 1, 1976 until April 30, 1977.

Romulo A. Virola as Professorial Lecturer in Statistics, Statistical Center, effective June 14, 1976 until May 31, 1977; reappointment as Professorial Lecturer in Mathematics, College of Arts and Sciences, effective June 14, 1976 until May 31, 1977.

Nancy E. Williamson as Visiting Lecturer and Research Associate, Population Institute, effective August 1, 1976 until July 31, 1978.

Neptale Q. Zabala as SEARCA Associate Professor of Tree Improvement, Graduate School, University of the Philippines at Los Baños, effective June 1, 1976 until May 31, 1977.

The Board *confirmed* the following *ad interim* appointments:

Amparo Banzon as Director, Institute of Health Sciences (Tacloban), effective July 1, 1976 until April 30, 1977.

Dativa Roque as Professorial Lecturer in Psychology and Educational Sociology, U.P. College Baguio, effective July 1, 1976 until May 31, 1977.

TRANSFER TO PERMANENT STATUS

The Board approved the transfer of the following to permanent status:

Clare Baltazar as Professor II of Entomology, College of Agriculture, University of the Philippines at Los Baños, effective July 1, 1976.

Helen V. Bañez as Assistant Professor I of English, Undergraduate Program, U.P. College Cebu, effective December 1, 1975.

Benjamin G. Cruz as Assistant Professor I of Otorhinolaryngology (part-time), College of Medicine, and Attending Otorhinolaryngologist (part-time), Philippine General Hospital, effective April 1, 1976.

Leticia de Asis-Buenaluz as Assistant Professor I of Medicine (part-time), College of Medicine, and Attending Physician (part-time), Philippine General Hospital, effective June 1, 1976.

Lilia V. del Castillo as Assistant Professor I of Community Health, Institute of Public Health, effective August 16, 1976.

Corazon V. Ferreol as Assistant Professor I of Public Health Administration, Institute of Public Health, effective July 1, 1976.

Merlin M. Magallona as Law Researcher III, Division of Research and Law Reform, Law Center, effective July 1, 1976.

Anacleto S. Paras as Assistant Professor I of Agricultural Engineering, Institute of Agricultural Engineering and Technology, University of the Philippines at Los Baños, effective August 1, 1976.

Roel A. P. Romero as Assistant Professsor I of Surgery (part-time), College of Medicine, and Attending Neurosurgeon (part-time), Philippine General Hospital, effective July 1, 1976.

Antonio G. Tan as Professor II of Environmental Planning and Management, Institute of Human Ecology, effective June 15, 1976.

Ma. Lourdes G. Tayag as Assistant Professor I of Political Science, U.P. College Manila, effective June 1, 1976.

SCHOLARSHIPS, FELLOWSHIPS, GRANTS AND GIFTS

The Board accepted the Tau Rho Xi Fraternity offer to establish the *Chris Montes Scholarship Foundation* grants in the College of Engineering in the amount of ₱1,000.00 to finance two needy students for studies leading to a degree in any field in engineering, beginning with the academic year 1976-1977.

* * *

The Board accepted a donation from the *Central Luzon State University* of one (1) Murrah Heifer to be used by the Dairy Training and Research Institute as a teaser for buffalo semen collection.

* * *

The Board accepted the *Rotary Club of Iloilo City Scholarship* donation in the amount of ₱600.00 to cover matriculation and other school fees of a U.P. College Iloilo student chosen in accordance with the UPCI General Provisions for Private Scholarships, effective the first semester, 1976-1977.

* * *

The Board approved the revised rules and regulations of the *Veterinary Science Scholarships* in the College of Veterinary Medicine which also provide new benefits and privileges.

* * *

The Board accepted the scholarship offer of Atty. Higino Francisco in the amount of ₱1,000.00 (PB Check No. 422908-R) for the *Lucia Francisco Memorial Scholarship in Piano* in the College of Music. The grant carries a stipend of ₱500.00 a semester.

* * *

The Board accepted the *Luis Lim Memorial Foundation, Inc. Scholarship Grant in Social Work* in the Institute of Social Work and Community Development consisting of ₱700.00 per semester to cover tuition fee, miscellaneous fee and book allowance.

* * *

The Board approved the rules of the *Forest Development (BFD) Scholarship Program* in the College of Forestry.

The scholarship is being established pursuant to the memorandum of agreement covering the grant from the BFD for undergraduate scholarship support which was accepted by the Board of Regents at its 871st meeting on 29 April 1976. These rules were formulated by the BFD/UPLB-CF Scholarships Committee in consultation with the UPLB Scholarships and Study Grants Committee.

COLLECTION OF FEES

The Board approved the increase in the photograph laboratory fee in the College of Fine Arts from ₱50.00 to *₱70.00 per semester*, effective the second semester, 1976-1977. The increase is necessary in view of the increased costs of photo supplies.

Recipients of grants-in-aid, however, shall be exempted from this fee.

* * *

The Board authorized the Natural Science Research Center to charge fees for analytical services. Income generated from these fees shall be credited to a separate Trust Liability Account, against which expenses incidental to the analyses shall be charged.

PROFESSORIAL CHAIRS

The Board accepted the *U.P. Alumni Annual Fund* donation of two (2) professorial chairs for the regional units with a stipend of ₱6,000.00 a year each for a period of two (2) years, beginning the first semester, 1976-1977.

In donating the above chairs, the U.P. Alumni Annual Fund, through the Office of Alumni Relations, expresses support to develop further the regional units so that they may be the gateway through which deserving but financially wanting students in the provinces may seek admission to the University. This is in line with the University policy expressed by His Excellency, President Ferdinand E. Marcos, in his U.P. commencement address in March this year.

* * *

The Board approved the establishment of the *Dioscoro L. Umali Professorial Chair in Plant Breeding* with an honorarium of ₱6,000.00 per annum, effective July 1, 1976.

The above-mentioned chair is intended to give distinct honor to a man who first gained national prominence not only as a scientist but as one who successfully promoted the development programs in plant breeding in the College of Agriculture, University of the Philippines at Los Baños.

HONORARIA FOR SEMINAR LECTURERS AND RESOURCE SPEAKERS

The Board approved the revision of the rate of honoraria of seminar lecturers and resource speakers from ₱50.00 per session (minimum of three hours) to *₱50.00 per hour for seminars, in-service training programs and other activities related to staff development.*

This is with the proviso that with respect to U.P. faculty, payment shall be made only if the lecture is done outside or in excess of the 40-hour a week requirement.

* * *

The Board approved the schedule of honoraria for personal services relating to the preparation, administration and evaluation of the annual entrance examinations in the U.P. Rural High School (UPRHS), College of Agriculture, University of the Philippines at Los Baños, the rates being in accord with similar rates approved by the Board for other units of the University.

SABBATICAL ASSIGNMENT

The Board approved the sabbatical assignment, including a trip to the United States, of Priscila S. Manalang, Professor VII of Education, College of Education, for a period of one (1) year, from September 1, 1976 until August 31, 1977, with full pay.

The sabbatical assignment shall be devoted to (a) writing up reports on research, (b) doing some research on education, and (c) visits to educational institutions overseas to survey trends in higher education as well as recent developments in the field of development education, particularly educational anthropology.

* * *

TRUST LIABILITY ACCOUNT AT U.P. AT LOS BAÑOS

The Board confirmed the Finance Committee's approval by referendum on 7 July 1976 of the classification of the following units and activities under Trust Liability Account, effective 1 January 1976, pursuant to the authority granted the Chancellor of the University of the Philippines at Los Baños to extend to similar enterprises at Los Baños the Board's action approving the classification of certain income-producing units and activities of the University under Trust Liability Account:

(1) UPLB Land Grants
  (a) La Granja at Negros Occidental
  (b) Paete Land Grant at Laguna
(2) Makiling Forest Products and Services
(3) Agricultural Products and Services
  (a) Crops
  (b) Animal Products
  (c) Soils
(4) Motor Pool, Garbage Collection and Other Utilities
(5) Xerox Services and Transcript of Records
  (a) Library
  (b) Registrar
(6) U.P. Health Services
  (a) Physical and Medical Fees
  (b) Medicine and Other Medicinal Products
  (c) Medicare
(7) Fringe Benefits, Leave Credits and Terminal Pay Coming from Research and Other Miscellaneous Grants
(8) Printing and Binding Services
  (a) Development Communication
  (b) University Extension Center
(9) Dormitory and Food Services

CREATION OF THE PHILIPPINE MUSIC DOCUMENTATION CENTER

The Board approved the creation of the Philippine Music Documentation Center in the College of Music.

The Center aims to make the works of our Filipino composers better known here and abroad as well as to propagate information on the composers themselves and the music activities in the country.

ADVISORY COUNCIL IN ASIAN INSTITUTE OF TOURISM

The Board approved the amendment of the second paragraph of V,S,4 on page 20 of the minutes of the 869th meeting of the Board of Regents on 26 February 1976 regarding the establishment of the Asian Institute of Tourism so as to read as follows (bracketed portions deleted; those in italics added):

"[The AIT shall be supervised by] *There shall be* an Advisory Council of nine (9) members, with the Secretary, Department of Tourism, as Chairman, and the General Manager, Philippine Tourism Authority and the President of the U.P., and six others, to include the AIT Dean as members. *The Council shall advise the Institute and discharge its functions and responsibilities in accordance with pertinent provisions of II of the Memorandum of Agreement on the Establishment of the Asian Institute of Tourism, subject to existing policies of the Board of Regents and other rules and regulations of the University insofar as they may be applicable.*"

It was never the intention, especially within the context of the memorandum of agreement, that the Advisory Council shall "supervise" the Institute or that it would constitute an intermediate level in the line of authority and responsibility between the President and the Dean. Moreover, the name itself suggests that the Advisory Council is essentially an advisory body and not a supervisory body.

CREATION OF POSITIONS OF ASSOCIATE DEAN

The Board approved the creation of the position of Associate Dean in the Asian Institute of Tourism subject to existing policies of the Board of Regents and other pertinent rules and regulations of the University.

The Associate Dean shall perform such responsibilities as may be assigned to him by the Dean and/or the President, and shall act on matters pertaining to the Institute in the absence of the Dean. The responsibilities of the incumbent Dean are such as to necessitate an associate dean, not to mention the Dean's involvement in other activities closely related to the objectives of the Institute.

* * *

The Board approved the creation of the position of Associate Dean in the College of Medicine, because the Dean's involvement in the Institute of Health Sciences, Tacloban, and his tasks in overseeing the West Visayas

State College School of Medicine and the various regional postgraduate medical programs (circuit courses) would take him away from the College every now and then. The Dean may also have to make frequent and prolonged trips for these missions.

CREATION OF THREE ACADEMIC DEPARTMENTS IN COLLEGE OF DENTISTRY

The Board approved the creation of three academic departments in the College of Dentistry, namely: (a) the Department of Basic Sciences, (b) the Department of Clinical Health Sciences, and (c) the Department of Community Dentistry, with the corresponding organizational chart and other matters related thereto.

CREATION OF POSITION TITLES

The Board approved the creation of the class titles of Admissions Aide, Admissions Assistant and Senior Admissions Assistant and the adoption of the corresponding qualification standards therefor in the admissions specialist group under the classification plan for academic non-teaching personnel.

In this connection, the following existing classes of positions under the admissions specialist group shall be applicable only to the Office of the University Registrar in Diliman and the Office of the Registrar in the University of the Philippines at Los Baños:

University Registrar
Admissions Specialist IV
Admissions Specialist III
Admissions Specialist II
Admissions Specialist I
Admissions Associate

The nature and the volume of admissions tasks in individual colleges and other degree-granting units are such that they do not warrant the use of any of the aforementioned classes. At most, only the classes of Admissions Aide, Admissions Assistant and Senior Admissions Assistant may be applicable to degree-granting units.

* * *

The Board approved the creation of new classes of positions under the guidance counselors group, qualification standards for existing classes of positions in the guidance counselors group, and guidelines to govern the appointment of University Guidance Counselors.

Adoption of guidelines to govern appointment to the position of University Guidance Counselor will control the existence of the position almost anywhere in the University.

* * *

The Board approved the creation of the following classes of positions and their inclusion in the Index of Administrative Classes:

a. *Editor (Range 9)*—

The class will be descriptive of the duties and responsibilities of an administrative officer who directs the policies and contributions of a campus publication, specifically the *Carillon*, the *U.P. Newsletter*, or the *UPLB Horizon*.

b. *Dietetic Technician (Range 4)*—

This class is perceived by the Director of the Philippine General Hospital as a position to which the less technical duties of a dietitian may be delegated. The dietitian's role in the hospital, like that of other health workers, has undergone considerable change and expansion both in scope and direction. Employment of dietetic technicians will relieve the professional dietitians of the more routine tasks to enable them to concentrate on the higher level tasks and further extend their services.

c. *Personnel Analyst (Range 8)*—

This class will be descriptive of the duties and responsibilities of an administrative employee in the central personnel office of the University, directly under the supervision of the Chief of Division. The position will be responsible for gathering and analyzing personnel data and, on these bases, for formulating recommendations on all aspects of personnel management in the University.

PRESIDENTIAL DECISIONS

The President approved the following appointments, reappointments, renewals of appointment, promotions, increases in salary and other related matters:

Gemino H. Abad, renewal of additional assignment as Member, Social Sciences and Humanities Research Committee, Office of Research Coordination, effective July 1, 1976 until June 30, 1977; renewal of additional assignment as Program Development Associate, Program Development Staff, Office of the President, effective July 1, 1976 until December 31, 1976.

Cynthia V. Abad Santos as Chairman, Department of Professional Studies, Institute of Sports, Physical Education and Recreation, effective May 1, 1976 until April 30, 1979.

Eduardo C. Abaricia, reappointment as Senior Lecturer in Business Administration, College of Business Administration, effective June 17, 1976 until May 31, 1977.

Lupe F. Abarquez, promotion in rank and salary from Instructor IV to Assistant Professor I of Nursing, College of Nursing, effective June 1, 1976 until May 31, 1977.

Bonifacio A. Abaya, extension of additional assignment as Program Development Associate, Program Development Staff, Office of the President, effective June 1, 1976 until August 31, 1976.

Herminio A. Abcede, extension of additional assignment with increase in honorarium as Senior Design Engineer, Infrastructure Development Program, Office of the President, effective July 1, 1976 until September 30, 1976.

Sofia V. Abeleda as Instructor II in Spanish, College of Arts and Sciences, effective June 1, 1976 until May 31, 1977.

Elizita F. Abella as Instructor I in Dentistry, College of Dentistry, effective June 1, 1976 until May 31, 1977.

Pedro R. Acierto as Program Researcher, U.P.-NEDA-TWSD, Institute of Social Work and Community Development, effective April 1, 1976 until June 15, 1976.

Adrienne A. Agpalza, reclassification of position with increase in salary from Research Associate to Instructor V in Environmental Planning, Institute of Environmental Planning, effective June 1, 1976 until May 31, 1977.

Consolacion R. Alaras, transfer from U.P. College Manila and to substitute status as Assistant Professor I of English, College of Arts and Sciences, effective June 16, 1976 until the return of Fraternidad Mistica from a leave of absence, but not later than May 31, 1977.

Aurora G. Alarcon as Head, Department of Science, Integrated UES-UHS, College of Education, effective June 1, 1976 until May 31, 1977.

Juan A. Albito, reappointment as Lecturer in Public Administration, U.P. College Iloilo, effective June 1, 1976 until May 31, 1977.

Ma. Concepcion P. Alfiler, reclassification of position with promotion in rank and salary from Researcher I to Assistant Professor II of Public Administration, College of Public Administration, effective July 1, 1976 until May 31, 1977.

Atilio V. Alicio as Assistant to the Dean for Evening Students, U.P. College Manila, effective June 1, 1976 until May 31, 1977.

Cecilia M. Allado as Instructor I in Business Administration, College of Business Administration, effective June 1, 1976 until May 31, 1977.

Anna T. Alvarez as Instructor I in Community Development, U.P. College Tacloban, effective June 1, 1976 until May 31, 1977.

Antonio C. Alvarez, increase in salary from Assistant Professor III to Assistant Professor V of Business Administration, U.P. College Cebu, effective July 1, 1976 until May 31, 1977.

Armando D. Alvarez, Jr. as Program Development Associate, Program Development Staff, Office of the President, effective July 1, 1976 until July 31, 1976.

Gabriel C. Alvarez, transfer from the Population Institute and to substitute status as Assistant Professor V of Business Administration, College of Business Administration, effective June 1, 1976 until the return of Manuel S. Alba from detail at the NEDA, but not later than May 31, 1977.

Confessor Anastacio, renewal of additional assignment as Coach in Swimming (Elementary and High School), Institute of Sports, Physical Education and Recreation, effective July 1, 1976 until November 30, 1976.

Josefina E. Angeles, renewal of additional assignment as Senior Lecturer in Education, College of Education, effective June 1, 1976 until May 31, 1977.

Macario G. Añonuevo as Program Development Associate, Program Development Staff, Office of the President, effective July 1, 1976 until July 31, 1976.

Eleanor F. Ansaldo as Instructor I in Health Education, University High School, College of Education, effective June 1, 1976 until October 31, 1976.

Violeta S. Ante as Instructor I in English, University High School, College of Education, effective May 30, 1976 until October 31, 1976.

Digna B. Apilado, renewal of appointment and transfer to non-substitute status as Instructor II in History, College of Arts and Sciences, effective June 1, 1976 until May 31, 1977.

Catalino P. Arafiles, Jr. as Instructor I in Marine Fisheries, College of Fisheries, effective June 16, 1976 until May 31, 1977.

Ruben P. Arafiles, promotion in rank from Instructor IV to Assistant Professor I (part-time) of Orthopedics, College of Medicine, without compensation, and Medical Consultant (part-time), Philippine General Hospital, effective June 1, 1976 until May 31, 1977.

Ramon L. Arcadio, renewal of additional assignment from Chairman, Outpatient Department to Chairman, Department of Family Medicine, College of Medicine and Philippine General Hospital, effective July 1, 1976 until June 30, 1979.

Pablo Arceo as Officer-in-Charge, Department of Vocational Education, Integrated UES-UHS, College of Education, effective June 24, 1976 until the return of Trinidad Flores from a special detail abroad, but not later than August 21, 1976.

Fe R. Arcinas, renewal of additional assignment as Coordinator for the didactic lectures in Sociology for the Family Medicine Residency Training Program, Philippine General Hospital, effective July 1, 1976 until June 30, 1977.

Elsa Arellano as Program Development Assistant, Program Development Staff, Office of the President, effective July 1, 1976 until July 31, 1976.

Corazon D.J. Atienza, reappointment as Instructor III in Orthodontics (part-time), College of Dentistry, effective June 14, 1976 until May 31, 1977.

Daisy B. Atienza as Program Development Associate, Program Development Staff, Office of the President, effective June 15, 1976 until September 14, 1976.

Jose A. Azarcon, extension of additional assignment with increase in honorarium as Senior Design Engineer, Infrastructure Development Program, Office of the President, effective July 1, 1976 until September 30, 1976.

Meriam G. Balagtas as Lecturer in Accounting, U.P. College Cebu, effective June 1, 1976 until May 31, 1977.

Nestor Balmores as Program Development Associate, Program Development Staff, Office of the Presi-

dent, effective June 15, 1976 until September 14, 1976.

Helen V. Bañez, increase in salary from Assistant Professor I to Assistant Professor II of English, U.P. College Cebu, effective June 1, 1976 until May 31, 1977.

Carlos C. Baylon as Acting Pond Superintendent, Brackishwater Aquaculture Center, Inland Fisheries Project, Leganes, Iloilo, College of Fisheries, effective June 1, 1976 until June 30, 1976.

Ernesto M. Bella as Researcher I, Natural Sciences Research Committee, Office of Research Coordination, without compensation, effective May 15, 1976 until August 31, 1976.

Luis D. Beltran as Assistant Professor I of Journalism, Institute of Mass Communication, effective June 14, 1976 until the return of Francisco Llaguno from a leave of absence, but not later than December 31, 1976.

Josefina M. Biña as Lecturer in Botany, College of Arts and Sciences, effective June 14, 1976 until October 31, 1976.

Manuel F. Bonifacio as Program Consultant, U.P.-NEDA-TWSD, Institute of Social Work and Community Development, effective April 1, 1976 until June 15, 1976.

Epimaco G. Bool, increase in salary from Instructor III to Instructor IV in Community Medicine, Comprehensive Community Health Program, effective April 1, 1976 until May 31, 1976.

Eryl Gil A. Buan as Officer for Regional Units, Office of the President, effective September 5, 1975 until April 30, 1976; as Senior Executive Assistant for Regional Matters, Office of the President, effective May 1, 1976 until September 30, 1976.

Avelino P. Bucaoto, increase in salary from Instructor III to Instructor IV in Mathematics, U.P. College Baguio, effective June 1, 1976 until May 31, 1977.

Avelino M. Buenafe, Jr., increase in salary as Project Assistant I, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective March 1, 1976 until June 30, 1976.

Rodolfo A. Bulatao, Jr. as Member, Social Sciences and Humanities Research Committee, Office of Research Coordination, effective July 1, 1976 until June 30, 1977.

Carmen F. Bunagan as Instructor II in English, High School Department, U.P. College Cebu, effective June 1, 1976 until May 31, 1977.

Antonio A. Buyco, renewal of additional assignment as Chairman, Department of Pathology, College of Medicine, effective July 1, 1976 until April 30, 1979.

Victorina L. Caballero, increase in salary from Instructor I to Instructor II in Social Studies, University High School, College of Education, effective April 1, 1976 until May 31, 1976.

Sotera Cabanes as Instructor I in Youth Development Training (part-time), High School Department, U.P. College Cebu, effective June 1, 1976 until May 31, 1977.

Esperanza I. Cabral, increase in salary from Assistant Professor I to Assistant Professor III of Pharmacology (part-time), College of Medicine, effective June 1, 1976 until May 31, 1977.

Gerardo S. Calabia, reappointment to additional assignment as Acting Secretary, Institute of Environmental Planning, effective May 1, 1976 until the return of Benjamin Cariño from a leave, but not later than October 31, 1976. (This supersedes the appointment issued him on 27 May 1976 as Acting Secretary, effective May 1, 1976 until June 30, 1976.)

Ma. Luisa T. Camagay, transfer from U.P. at Los Baños as Instructor III in History, College of Arts and Sciences, effective June 1, 1976 until the return of Rosario M. Cortes from a local faculty fellowship, but not later than May 31, 1977.

Solita F. Camara-Besa, renewal of additional assignment as Chairman, Department of Biochemistry, College of Medicine, effective July 1, 1976 until April 30, 1979.

Teresita M. Camiling as Instructor I in Occupational Therapy, Comprehensive Community Health Progrom, effective July 1, 1976 until May 31, 1977.

Ma. Clara L. Campos, renewal of additional assignment as Member, Law Research Council, Law Center, effective July 1, 1976 until December 31, 1976.

Dominador C. Canlas, renewal of additional assignment as Chairman, Natural Sciences Research Committee, Office of Research Coordination, effective July 1, 1976 until June 30, 1977.

Marilyn L. Cano as Instructor I in English, University High School, College of Education, effective June 14, 1976 until October 31, 1976.

Filomena M. Cantoria, renewal of additional assignment as Program Development Associate, Program Development Staff, Office of the President, effective July 1, 1976 until December 31, 1976.

Lanniene S. Capalad, renewal of additional assignment as Senior Lecturer in Education, College of Education, effective June 1, 1976 until May 31, 1977.

Reynaldo R. Caratao, renewal of additional assignment as Senior Lecturer in Political Science, U.P. College Cebu, effective June 1, 1976 until May 31, 1977.

Elena B. Carciller, promotion in rank and salary from Librarian I to Librarian II, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective March 1, 1976 until June 30, 1976.

Nelia G. Casambre, renewal of additional assignment as Chairman, Department of Language Teaching, College of Education, effective July 23, 1976 until April 30, 1979.

Jovito B. Castillo as Officer-in-Charge, Department of Professional Education, College of Education, effective June 19, 1976 until the return of Leonardo D. dela Cruz from abroad, but not later than August 28, 1976.

Martin U. Castillo as Instructor I in Physics and Geometry, U.P. College Cebu, effective June 1, 1976 until May 31, 1977.

Ernesto C. Castro, increase in salary as Research Associate III, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective March 1, 1976 until June 30, 1976.

Prospero M. Castro, reappointment as Lecturer in Statistics, U.P.-NMYC-NCSO Statistical Manpower Training Program, Statistical Center, effective July 1, 1976 until May 31, 1977.

Valentino C. Catingub, increase in salary from Instructor II to Instructor IV in Physical Education, High School Department, U.P. College Cebu, effective June 1, 1976 until May 31, 1977.

Albert F. Celoza as Lecturer in History, College of Arts and Sciences, effective June 14, 1976 until October 31, 1976.

Benjamin H. Cervantes, increase in salary from Assistant Professor II to Assistant Professor III of Drama, College of Arts and Sciences, effective July 1, 1976.

Norma B. Chico, renewal of additional assignment as Senior Design Architect, Infrastructure Development Program, Office of the President, effective July 1, 1976 until December 31, 1976.

Valeriano L. Corre, Jr. as Instructor I in Inland Fisheries, College of Fisheries, effective June 1, 1976 until May 31, 1977.

Leopoldo Cortes as Program Development Assistant, Program Development Staff, Office of the President, effective July 1, 1976 until July 31, 1976.

Agnes R. Cortez, transfer to non-substitute status as Instructor I in Botany, College of Arts and Sciences, effective June 1, 1976 until May 31, 1977.

Carlitos R. Cruz, reappointment as Senior Lecturer in Mass Communication, Institute of Mass Communication, effective June 14, 1976 until October 15, 1976.

Juana G. Cruz, transfer to non-substitute status as Physician (with rank of Instructor III), University Health Service, effective July 26, 1976 until June 30, 1977.

Lourdes J. Cruz, renewal of additional assignment as Research Consultant in Biochemistry, Philippine Eye Research Institute, effective July 1, 1976 until December 31, 1976.

Albina M. Dans, renewal of supplementary appointment as Lecturer in Statistics, U.P.-NMYC-NCSO Statistical Manpower Training Program, Statistical Center, effective July 1, 1976 until May 31, 1977.

Aida T. Davila, reappointment as Senior Lecturer in Radiopharmaceutics, College of Pharmacy, effective June 14, 1976 until October 15, 1976.

Eduardo D. Dayao as Instructor (Senior Resident), College of Medicine, and Chief Resident Physician Trainee, Philippine General Hospital, effective July 1, 1976 until December 31, 1976.

Jose Ma. de Castro, extension of additional assignment with increase in honorarium as Consulting Design Engineer, Infrastructure Development Program, Office of the President, effective July 1, 1976 until September 30, 1976.

Jesus M. de Francia as Instructor I in Mathematics, U.P. College Baguio, effective June 1, 1976 until the return of Teofina Rapanut from a local faculty fellowship, but not later than May 31, 1977.

Arthur A. de Guia as Senior Lecturer in Industrial Engineering, College of Engineering, effective June 14, 1976 until May 31, 1977.

Grace dela Costa-Ymson, reappointment to additional assignment as Senior Lecturer in Social Work, Institute of Social Work and Community Development, effective June 1, 1976 until October 15, 1976.

Armando A. de la Cruz, increase in salary from Instructor III to Instructor IV in Industrial Engineering, College of Engineering, effective June 1, 1976 until May 31, 1977.

Luz S. de la Cruz, renewal of additional assignment as Head, Department of Social Studies, Integrated UES-UHS, College of Education, effective June 1, 1976 until May 31, 1977.

Christine de la Paz, increase in salary as Research Associate III, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective March 1, 1976 until June 30, 1976.

Reynaldo de la Paz, renewal of additional assignment as Project Leader in a Research Project titled "Land Vertebrates of Luzon Island," Natural Science Research Center, effective July 1, 1976 until June 30, 1977.

Fortunato de la Peña as Program Development Associate, Program Development Staff, Office of the President, effective July 1, 1976 until September 30, 1976; promotion in rank and salary from Instructor IV to Assistant Professor II of Industrial Engineering, College of Engineering, effective June 1, 1976 until May 31, 1977.

Roselita B. de la Rosa as Instructor I in Inland Fisheries, College of Fisheries, effective June 1, 1976 until May 31, 1977.

Anicia H. del Corro, reclassification of position with increase in rank and salary from Lecturer to Instructor III in Linguistics, College of Arts and Sciences, effective June 23, 1976 until October 22, 1976.

Alejandro S. de Leon, reappointment to additional assignment as Officer-in-Charge, Philippine Eye Research Institute, effective June 15, 1976 until the return of Salvador R. Salceda from a special detail abroad, but not later than August 15, 1976.

Gerardo V. de Leon, renewal of additional assignment as Secretary, College of Medicine, effective July 1, 1976 until April 30, 1979.

Ianthe C. de Leon, reappointment as Senior Lecturer in Speech and Drama, College of Arts and Sciences, effective June 14, 1976 until October 31, 1976.

Lily T. de Leon, renewal of additional assignment as Senior Design Architect, Infrastructure Development Program, Office of the President, effective July 1, 1976 until December 31, 1976.

Mely M. de Leon, renewal of additional assignment as Consultant, Philippine General Hospital, effective July 1, 1976 until June 30, 1977.

Rodolfo de Leon, increase in salary from Instructor III to Instructor V in Winds and Percussion, College of Music, effective June 1, 1976 until May 31, 1977.

Ma. Serena I. Diokno, reappointment as Instructor I in History, College of Arts and Sciences, effective June 14, 1976 until the return of Bernardita R. Churchill from a study leave, but not later than May 31, 1977.

Carmen N. Dionisio, increase in salary from Instructor II to Instructor IV in Nursing, College of Nursing, effective June 1, 1976 until May 31, 1977.

Luis V. Diores as Senior Lecturer in Political Science,

U.P. College Cebu, effective June 14, 1976 until May 31, 1977.

Salud C. Dizon, reappointment as Instructor II in Spanish, College of Arts and Sciences, effective June 1, 1976 until May 31, 1977.

Eugenia B. Domingo as Instructor II in Family Life and Child Development (part-time), College of Home Economics, effective June 1, 1976 until May 31, 1977.

Ma. Fe A. Domingo as Assistant Professor I of Psychology, College of Arts and Sciences, effective June 1, 1976 until May 31, 1977.

Ma. Luisa C. Doronila, renewal of additional assignment as Head, Department of Communication Arts (English), Integrated UES-UHS, College of Education, effective June 1, 1976 until May 31, 1977.

Ruben M. Ducusin, renewal of additional assignment as Senior Research Engineer, Industrial Research Center, College of Engineering, effective June 1, 1976 until May 31, 1977.

Ramon V. Dumaual as Research Associate III, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective February 16, 1976 until June 30, 1976.

Hermenegildo C. Dumlao, renewal of additional assignment as Program Development Associate, Program Development Staff, Office of the President, effective July 1, 1976 until December 31, 1976.

Fe S. Dureza, reappointment as Instructor I in Spanish, U.P. College Iloilo, effective June 14, 1976 until May 31, 1977.

Virgilio A. Dureza, renewal of additional assignment as Lecturer in Fisheries, College of Fisheries, effective June 1, 1976 until May 31, 1977.

Genaro Edilo as Program Development Assistant, Program Development Staff, Office of the President, effective July 1, 1976 until July 31, 1976.

Eleanor T. Elequin, renewal of additional assignment as Member, Social Sciences and Humanities Research Committee, Office of Research Coordination, effective July 1, 1976 until June 30, 1977.

Galileo T. Encabo as Instructor II in Biology, U.P. College Cebu, effective June 1, 1976 until May 31, 1977.

Jose N. Endriga, renewal of additional assignment as Program Development Associate, Program Development Staff, Office of the President, effective July 1, 1976 until September 30, 1976.

Fe Enrile-Bacsal as Instructor IV in Medicine (part-time), College of Medicine, effective June 14, 1976 until May 31, 1977.

Miguel B. Escoto, renewal of additional assignment as Secretary, College of Engineering, effective July 16, 1976 until April 30, 1979; extension of additional assignment with increase in honorarium as Member, Coordinating Committee representing Engineering and as Senior Design Engineer, Infrastructure Development Program, Office of the President, effective July 1, 1976 until September 30, 1976.

Miguel T. Escoto, Jr. as Instructor I in Electrical Engineering, College of Engineering, effective June 1, 1976 until May 31, 1977.

Salvador H. Escudero III, renewal of additional assignment as Program Development Associate, Program Development Staff, Office of the President, effective July 1, 1976 until December 31, 1976.

Florenda P. Española as Instructor III in Chemistry, U.P. College Iloilo, effective June 14, 1976 until May 31, 1977.

Fernando Espero as Program Development Assistant, Program Development Staff, Office of the President, effective July 1, 1976 until July 31, 1976.

Pedro Esperat as Member, Steering Committee, Leyte Research and Development High School Project, U.P. College Tacloban, effective February 3, 1976 until May 31, 1976.

Romeo B. Espiritu as Chairman, Department of Ophthalmology, College of Medicine and Philippine General Hospital, effective July 1, 1976 until April 30, 1979.

Nemesio A. Esquejo as Program Development Assistant, Program Development Staff, Office of the President, effective July 1, 1976 until July 31, 1976.

Abraham D. Estavillo, reappointment as Senior Lecturer in Mathematics, U.P. College Baguio, effective June 1, 1976 until October 15, 1976.

Corazon R. Estrella, renewal of additional assignment as Program Development Associate, Program Development Staff, Office of the President, effective July 1, 1976 until December 31, 1976.

Ruperto C. Evangelista as Chairman, Department of Recreation, Institute of Sports, Physical Education and Recreation, effective May 1, 1976 until April 30, 1979.

George S. Eufemio as Chairman, Department of Surgery, College of Medicine and Philippine General Hospital, effective July 1, 1976 until April 30, 1979.

Brenda V. Fajardo, reappointment as Assistant Professor I of Humanities, College of Arts and Sciences, effective June 1, 1976 until May 31, 1977.

Gloria D. Feliciano, renewal of additional assignment as Member, Law Research Council, Law Center, effective July 1, 1976 until December 31, 1976.

Lourdes L. Fernan as Senior Lecturer in Nursing, U.P. College Cebu, effective June 14, 1976 until May 31, 1977.

Brigido C. Fernandez, Jr. as Lecturer in Classical Guitar, College of Music, effective June 1, 1976 until May 31, 1977.

Lucia V. Ferrer as Instructor I in Health Education, University High School, College of Education, effective June 7, 1976 until October 31, 1976.

Romulo B. Florendo as Instructor (Senior Resident), College of Medicine and Chief Resident Physician Trainee, Philippine General Hospital, effective July 1, 1976 until June 30, 1977.

Filomena C. Flores as Senior Lecturer in Nursing, U.P. College Cebu, effective June 14, 1976 until May 31, 1977.

Florian M. Flores as Live-in Supervisor of Ylanan Hall, Institute of Sports, Physical Education and Recreation, effective June 1, 1976 until October 31, 1976.

Sylvia S. Flores, reappointment as Lecturer in History, College of Arts and Sciences, effective June 14, 1976 until October 31, 1976.

Trinidad S. Flores, renewal of additional assignment as Head, Department of Vocational Education, Integrated UES-UHS, College of Education, effective June 1, 1976 until May 31, 1977.

Josefina C. Fonacier, renewal of additional assignment as Professorial Lecturer in Education, College of Education, effective June 1, 1976 until May 31, 1977.

Norma R. Fortes, reclassification of position from authority to teach to Lecturer in Fisheries, College of Fisheries, effective June 1, 1976 until May 31, 1977.

Celia B. Fuentes as Instructor I in English and Literature, U.P. College Iloilo, effective June 14, 1976 until May 31, 1977.

Aurora C. Gaceta, renewal of additional assignment as Principal, University High School, College of Education, effective July 1, 1976 until April 30, 1979.

Wulfilda P. Galvante as Lecturer in Education, College of Education, effective June 14, 1976 until May 31, 1977.

Ruben A. Garcia, extension of additional assignment with increase in honorarium as Senior Design Engineer (ME), Infrastructure Development Program, Office of the President, effective July 1, 1976 until September 30, 1976.

Miflora M. Gatchalian, renewal of additional assignment as Program Development Associate, Program Development Staff, Office of the President, effective July 1, 1976 until September 30, 1976.

Pacita C. Gavino, reappointment to additional assignment as Officer-in-Charge, Division of Humanities, U.P. College Manila, effective June 1, 1976 until the return of Rosa Maria Icagasi, but not later than June 30, 1976.

Nabor C. Gaviola, increase in salary as Research Associate I, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective March 1, 1976 until June 30, 1976.

Editha M. Gemanil, increase in salary as Research Associate IV, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective March 1, 1976 until June 30, 1976.

Ma. Lourdes G. Genato, promotion in rank and salary from Instructor III to Assistant Professor I of Political Science, U.P. College Manila, effective June 1, 1976 until May 31, 1977.

Rosalio B. Gianan as Military Instructor, Department of Citizen Military Training, effective July 1, 1976 until recalled by the Armed Forces of the Philippines, but not later than December 31, 1976.

Michael M. Gonzalez, reappointment as Instructor I in History, College of Arts and Sciences, effective June 14, 1976 until the return of Gil Gotiangco, Jr. from a local faculty fellowship, but not later than March 1, 1977.

Yolanda Granda, extension of additional assignment as Program Development Assistant, Program Development Staff, Office of the President, effective July 1, 1976 until September 30, 1976.

Enrico G. Gregorio, reappointment as Senior Lecturer in Hydraulics, College of Engineering, effective June 7, 1976 until May 31, 1977.

Lucille C. Gregorio as Consultant in Biology, Leyte Research and Development High School Project, U.P. College Tacloban, effective June 1, 1976 until May 31, 1977.

Lina Ll. Guadiz, renewal of appointment and transfer to non-substitute status as Instructor III in Public Health Administration, Institute of Public Health, effective August 17, 1976 until May 31, 1977.

Monserrat Guerrero, renewal of appointment and transfer to non-substitute status as Instructor I, University High School, College of Education, effective June 1, 1976 until October 31, 1976.

Perfecto K. Guerrero, renewal of additional assignment as Member, Natural Sciences Research Committee, Office of Research Coordination, effective July 1, 1976 until June 30, 1977.

Siegfried A. Guerrero, renewal of additional assignment as Coach, Men's Varsity Basketball Team, Institute of Sports, Physical Education and Recreation, effective July 1, 1976 until November 30, 1976.

Sulpicio G. Guevara, renewal of additional assignment as Contributing Editor—Corporation Law, Philippine Jurisprudence Project, Law Center, effective July 1, 1976 until December 31, 1976.

Mariano J. Guillermo, reappointment to additional assignment as Senior Lecturer in Public Administration, College of Public Administration, effective June 14, 1976 until October 31, 1976.

Belinda M. Gutierrez, increase in salary from Instructor II to Instructor III in Speech, College of Arts and Sciences, effective July 1, 1976 until May 31, 1977.

Efren P. Hernandez, renewal of additional assignment as Senior Design Architect, Infrastructure Development Program, Office of the President, effective July 1, 1976 until December 31, 1976.

Cesar A. Hidalgo as Officer-in-Charge, U.P. Extension Division Clark Air Base, effective June 26, 1976 until the return of Romeo V. Cruz from abroad, but not later than July 3, 1976.

Froilan L. Hong, renewal of additional assignment as Member, Coordinating Committee representing Architecture and as Senior Design Architect, Infrastructure Development Program, Office of the President, effective July 1, 1976 until December 31, 1976.

May Huntington as Program Development Associate, Program Development Staff, Office of the President, effective June 15, 1976 until September 14, 1976; promotion in rank and salary from Management Specialist I to Management Specialist II, Office of the Vice-President for Administration, effective July 1, 1976.

Esperanza L. Ibañez, renewal of additional assignment as Program Development Associate, Program Development Staff, Office of the President, effective July 1, 1976 until September 30, 1976.

Gabriel U. Iglesias, reappointment to additional assignment as Program Development Associate, Program Development Staff, Office of the President, effective July 1, 1976 until September 30, 1976.

Juanito A. Ilanan, renewal of additional assignment as

Coach in Tennis, Institute of Sports, Physical Education and Recreation, effective July 1, 1976 until November 30, 1976.

Reynaldo H. Imperial, transfer from U.P. at Los Baños as Instructor III in Philosophy, U.P. College Tacloban, effective June 1, 1976 until May 31, 1977.

Manuel C. Inoc, transfer to permanent status as Training Specialist I, Asian Labor Education Center, effective July 1, 1976.

Artemio O. Isidro, renewal of additional assignment as Coach in Baseball, Institute of Sports, Physical Education and Recreation, effective July 1, 1976 until November 30, 1976.

Antonio V. Jacalne, renewal of additional assignment as Research Consultant, Philippine Eye Research Institute, effective July 1, 1976 until December 31, 1976.

Gerardo R. Jacinto as Lecturer in History, College of Arts and Sciences, effective June 14, 1976 until October 31, 1976.

Adela C. Jacob, reappointment as Instructor I in Physical Education, U.P. College Tacloban, effective June 1, 1976 until May 31, 1977.

Porfirio P. Jesuitas, renewal of additional assignment as Professorial Lecturer in Education, College of Education, effective June 1, 1976 until May 31, 1977.

Ma. Concepcion B. Jimenez, increase in salary as Research Associate III, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective March 1, 1976 until June 30, 1976.

Wilhelmina R. Jingco, extension of additional assignment as Program Development Associate, Program Development Staff, Office of the President, effective July 1, 1976 until September 30, 1976.

Vivencio R. Jose as Officer-in-Charge, Department of English, College of Arts and Sciences, effective July 19, 1976 until the return of Josefina T. Mariano from a special detail abroad, but not later than July 31, 1976.

Ma. Lourdes S. Joves as Lecturer in Public Administration, College of Public Administration, effective June 14, 1976 until October 31, 1976; increase in salary as Research Associate, Research and Publications Program, College of Public Administration, effective June 1, 1976; as Program Development Assistant, Program Development Staff, Office of the President, effective July 1, 1976 until July 31, 1976.

Pilar D. Kalaw as Program Development Assistant, Program Development Staff, Office of the President, effective July 1, 1976 until July 31, 1976.

Letty G. Kuan, increase in salary from Instructor I to Instructor III in Nursing, College of Nursing, effective June 1, 1976 until May 31, 1977.

Myrna S. Laperal as Lecturer in Accounting, College of Business Administration, effective June 9, 1976 until May 31, 1977.

Leda L. Layo as Head, Department of Continuing Nursing Education, College of Nursing, effective July 1, 1976 until April 30, 1979.

Emeteria P. Lee, renewal of additional assignment as Professorial Lecturer in Education, College of Education, effective June 1, 1976 until May 31, 1977.

Rosette Y. Lerias, transfer from the College of Arts and Sciences with increase in salary from Assistant Professor III to Assistant Professor V of Broadcast Communication, U.P. College Cebu, effective June 1, 1976.

Alejandro V. Lim, Jr. as Lecturer in Accounting, College of Business Administratiion, effective June 14, 1976 until May 31, 1977.

June D. Limkaichong as Editor of Legal Publications I, Law Center, effective June 15, 1976 until December 31, 1976.

Priscilla L. Lirag, reappointment to additional assignment as Head, Department of Health and Physical Education, Integrated UES-UHS, College of Education, effective June 1, 1976 until May 31, 1977.

Rufino C. Lirag, reappointment to additional assignment as Chairman, Department of Chemical Engineering, College of Engineering, effective July 1, 1976 until April 30, 1979.

Carolina Litiatco, extension of additional assignment as Program Development Assistant, Program Development Staff, Office of the President, effective July 1, 1976 until September 30, 1976.

Humilidad Y. Lopez as Management Specialist I, Institute for Small-Scale Industries, effective May 1, 1976 until December 31, 1976.

Aida G. Lu as Assistant Professor I of Community Health, Institute of Public Health, effective July 1, 1976 until May 31, 1977.

Roman Lucas as Program Development Associate, Program Development Staff, Office of the President, effective June 16, 1976 until September 14, 1976.

Ma. Rosario C. Lucero as Instructor I in Comparative Literature, U.P. College Baguio, effective June 1, 1976 until the return of Flor Angel Hernandez from a local faculty fellowship, but not later than May 31, 1977.

Zenaida O. Ludovice as Senior Lecturer in Biostatistics, Institute of Public Health, effective June 15, 1976 until May 31, 1977.

Prosperidad C. Luis as Lecturer in Architecture, College of Architecture, effective June 1, 1976 until May 31, 1977.

Telesforo W. Luna as Chairman, Social Sciences and Humanities Research Committee, Office of Research Coordination, effective July 1, 1976 until June 30, 1977.

Serena M. Luntao, renewal of appointment as Instructor I in Accounting, U.P. College Iloilo, effective June 1, 1976 until May 31, 1977.

Raquel R. Luz, reappointment as Instructor IV in Speech and Drama, College of Arts and Sciences, effective June 1, 1976 until May 31, 1977.

Luis M. Mabilangan, renewal of additional assignment as Chairman, Department of Pediatrics, College of Medicine and Philippine General Hospital, effective July 1, 1976 until April 30, 1979.

Ma. Elena A. Mable, increase in salary as Research Associate I, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective March 1, 1976 until June 30, 1976.

Luz C. Macapanpan as Consultant in Orthodontics,

College of Dentistry, effective June 14, 1976 until May 31, 1977.

Manuel P. Macapinlac as Member, Natural Sciences Research Committee, Office of Research Coordination, effective July 1, 1976 until June 30, 1977.

Ana Maria Ll. Madrigal, reclassification of position from Professorial Lecturer to Assistant Professor I of Spanish, College of Arts and Sciences, effective June 1, 1976 until May 31, 1977.

Josephine A. Majul as Instructor I in Science, University High School, College of Education, effective June 1, 1976 until October 31, 1976.

Elpidio D. Makanas, reappointment as Lecturer in Statistics, U.P.-NMYC-NCSO Statistical Manpower Training Program, Statistical Center, effective July 1, 1976 until May 31, 1977.

Jonathan C. Malicsi, renewal of additional assignment as Cultural Development Associate, Program Development Staff, Office of the President, effective July 1, 1976 until December 31, 1976.

Julius P. Maling as Lecturer, Training Center for Applied Geodesy and Photogrammetry, College of Engineering, effective July 1, 1976 until the return of Dante Cantiller from abroad, but not later than May 31, 1977.

Martin C. Malonzo as Senior Lecturer in Industrial Engineering, College of Engineering, effective June 14, 1976 until May 31, 1977.

Rosario E. Maminta as Officer-in-Charge, Department of Language Teaching, College of Education, effective June 15, 1976 until the return of Nelia G. Casambre from abroad, but not later than December 15, 1976.

Geronimo V. Manahan, renewal of additional assignment as Senior Design Architect, Infrastructure Development Program, Office of the President, effective July 1, 1976 until December 31, 1976.

Priscila S. Manalang, renewal of additional assignment as Program Development Associate, Program Development Staff, Office of the President, effective July 1, 1976 until December 31, 1976.

Avelina M. Manalo as Assistant Professor I of Piano, College of Music, effective July 1, 1976 until the return of Nena R. Villanueva from a leave of absence, but not later than December 31, 1976.

Fe Esperanza T. Manalo, reappointment as Lecturer in Mathematics, U.P. College Manila, effective June 21, 1976 until May 31, 1977.

Placido Manalo, renewal of additional assignment as Program Development Associate, Program Development Staff, Office of the President, effective July 1, 1976 until September 30, 1976.

Leonardo C. Mangahas, Jr. as Instructor IV, College of Medicine, effective June 1, 1976 until May 31, 1977.

Mahar K. Mangahas, renewal of additional assignment as Program Development Associate, Program Development Staff, Office of the President, effective July 1, 1976 until December 31, 1976.

Basilisa J. Manhit as Program Development Associate, Program Development Staff, Office of the President, effective June 1, 1976 until June 30, 1976; renewal of additional assignment as Chairman, Department of Reading, College of Education, effective July 23, 1976 until April 30, 1979.

Romeo L. Manlapaz, renewal of additional assignment as Program Development Associate, Program Development Staff, Office of the President, effective July 1, 1976 until December 31, 1976.

E. Arsenio Manuel, extension of additional assignment as Chairman, Department of Anthropology, College of Arts and Sciences, effective July 1, 1976 until December 13, 1976.

Connie C. Manuel as Instructor II in Mathematics, U.P. College Iloilo, effective June 1, 1976 until May 31, 1977.

Esperanza V. Manuel as Senior Lecturer in English and Sociology, U.P. College Cebu, effective June 14, 1976 until May 31, 1977.

Amelia P. Mapa, renewal of appointment and transfer to non-substitute status as Instructor I in Chemistry, University High School, College of Education, effective June 1, 1976 until October 31, 1976.

Editha M. Marcelo as Head, Department K-2, Integrated UES-UHS, College of Education, effective June 1, 1976 until May 31, 1977.

Vicente D. Mariano as Lecturer in Public Administration, College of Public Administration, effective June 14, 1976 until October 31, 1976.

Vivian O. Mariano as Program Development Assistant, Program Development Staff, Office of the President, effective July 1, 1976 until July 31, 1976.

Anselmo D. Matias, reappointment to additional assignment as Chairman, Department of Marine Fisheries, College of Fisheries, effective July 8, 1976 until April 30, 1979.

Rosita C. Matro, promotion in rank from Librarian I to Librarian II, University Library, effective July 1, 1976.

Evelina A. Mejillano as Chairman, Department of Health Education, College of Education, effective July 23, 1976 until April 30, 1979.

Elena F. Mencias, reappointment as Lecturer in Botany, College of Arts and Sciences, effective June 14, 1976 until October 31, 1976.

Evelyn Mendoza as Officer-in-Charge, Department of Health and Physical Education, Integrated UES-UHS, College of Education, effective June 23, 1976 until the return of Priscila Lirag from a maternity leave, but not later than October 22, 1976.

Linda K. Miranda, reappointment as Librarian II, U.P. College Cebu, effective June 1, 1976 until the return of Lourdes Collantes from a leave of absence, but not later than May 31, 1977.

Lemuel M. Miravalles, reappointment as Senior Lecturer in Industrial Engineering, College of Engineering, effective June 14, 1976 until May 31, 1977.

Jose Q. Molina as Faculty-in-Charge, Veterinary Extension Services, College of Veterinary Medicine, effective May 1, 1976 until April 30, 1977.

Rowena Evelyn D. Morales, reappointment as Lecturer in Broadcast Communication, Institute of Mass Communication, effective June 14, 1976 until October 15, 1976.

Virginia R. Moreno, renewal of additional assignment as Program Development Associate, Program Develop-

ment Staff, Office of the President, effective July 1, 1976 until December 31, 1976.

Natividad J. Munarriz as Program Development Associate, Program Development Staff, Office of the President, effective June 1, 1976 until June 30, 1976.

Lina C. Nepomuceno as Instructor I in Psychology, College of Arts and Sciences, effective June 1, 1976 until the return of Benedicto Villanueva from a local faculty fellowship, but not later than March 31, 1977.

Rosendo I. Nerida, increase in salary as Research Associate I, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective March 1, 1976 until June 30, 1976.

Abelardo B. Nobleza as Faculty Supervisor for Security, U.P. College Iloilo, effective June 15, 1976 until the return of Benjamin Ravena from a faculty fellowship, but not later than April 30, 1977.

Simeon A. O'bida as Assistant Professor I of Public Administration, U.P. College Tacloban, effective June 1, 1976 until May 31, 1977.

Nilo S. Ocampo, reappointment as Lecturer in History, College of Arts and Sciences, effective June 14, 1976 until October 31, 1976.

Romeo B. Ocampo, renewal of additional assignment as Director of Research and Publications, College of Public Administration, effective July 1, 1976 until June 30, 1977.

Georgina K. Ochoa as Instructor IV in Statistics, Statistical Center, effective July 1, 1976 until the return of Pilar L. Ferrer from a study leave, but not later than May 31, 1977; as Lecturer, Statistical Center, without compensation, effective September 1, 1976 until August 31, 1977.

Carmencita A. Oleta, reappointment as Instructor II in History, U.P. College Baguio, effective June 7, 1976 until May 31, 1977.

Gary B. Olivar, reappointment as Lecturer in Economics, U.P. College Manila, effective June 14, 1976 until May 31, 1977.

Norma M. Ona, reappointment as Clinical Assistant Professor of Medicine (part-time), College of Medicine, without compensation, and Medical Consultant, Philippine General Hospital, effective July 1, 1976 until June 30, 1977.

Rodolfo C. Orais as Senior Lecturer in Parasitology, U.P. College Tacloban, effective June 1, 1976 until May 31, 1977.

Manuel T. Orden, renewal of appointment as Instructor I in Sociology, U.P. College Baguio, effective June 1, 1976 until the return of Violeta Adorable from a local faculty fellowship, but not later than October 15, 1976.

Luz R. Oyales, reappointment to additional assignment as Senior Lecturer in Public Administration, College of Public Administration, effective June 14, 1976 until October 31, 1976.

Josefina L. Pabellon as Consultant in Physics, Leyte Research and Development High School Project, U.P. College Tacloban, effective June 1, 1976 until May 31, 1977.

Perfecto L. Padilla, extension of additional assignment as Program Development Associate, Program Development Staff, Office of the President, effective July 1, 1976 until September 30, 1976.

Felicitas E. Pado as Instructor I, University Elementary School, College of Education, effective June 8, 1976 until the return of Florinda Lesaca from a leave of absence, but not later than May 31, 1977.

Elena A. Paguio, increase in salary from Instructor II to Instructor III in Speech and Drama, College of Arts and Sciences, effective July 1, 1976 until the return of Marcelita Garcia from a study leave, but not later than May 31, 1977.

Felino A. Palafox, Jr., increase in salary as Research Associate I, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective March 1, 1976 until June 30, 1976.

Elizabeth H. Palma as Instructor III in Business Administration, College of Business Administration, effective June 1, 1976 until May 31, 1977.

Josephine M. Palma as Instructor I in Zoology, College of Arts and Sciences, effective June 1, 1976 until the return of Neon C. Rosell from a local faculty fellowship, but not later than May 31, 1976.

Honorato G. Paloma, renewal of additional assignment as Senior Design Architect, Infrastructure Development Program, Office of the President, effective July 1, 1976 until December 31, 1976.

Bituin G. Pante as Senior Lecturer in Social Work, Institute of Social Work and Community Development, effective June 14, 1976 until October 31, 1976.

Irma L. Parajas as Assistant to the Director for Research and Training, Comprehensive Community Health Program, effective July 1, 1976 until June 30, 1976.

Leonarda B. Pascua as Lecturer in Education, College of Education, effective June 1, 1976 until May 31, 1977.

Evelyn M. Patiño, transfer to non-substitute status as Instructor II in Biological Sciences, U.P. College Iloilo, effective June 1, 1976 until May 31, 1977.

David Perez, Jr., renewal of additional assignment as Coach, Women's Varsity Basketball Team, Institute of Sports, Physical Education and Recreation, effective July 1, 1976 until November 30, 1976.

Valentina R. Perez as Senior Lecturer in English, College of Arts and Sciences, effective June 14, 1976 until October 31, 1976.

Denise B. Pineda, reappointment as Lecturer in Business Administration, College of Business Administration, effective June 14, 1976 until May 31, 1977.

Josefina D. Pineda as Program Coordinator, U.P.-NEDA-TWSD, Institute of Social Work and Community Development, effective April 1, 1976 until June 15, 1976.

Remedios V. Piñon as Secretary, Institute of Sports, Physical Education and Recreation, effective May 1, 1976 until April 30, 1979.

Paula O. Pitpitan, renewal of appointment and transfer to non-substitute status as Instructor I in Pilipino, High School Department, U.P. College Iloilo, effective June 1, 1976 until May 31, 1977.

Perla G. Po, increase in salary from Instructor II to Instructor IV in Nursing, College of Nursing, ef-

fective June 1, 1976 until the return of Mayvelyn Gose from a leave of absence, but not later than May 31, 1977.

Niceto S. Poblador, extension of additional assignment as Program Development Associate, Program Development Staff, Office of the President, effective July 1, 1976 until September 30, 1976; as Member, Social Sciences and Humanities Research Committee, Office of Research Coordination, effective July 1, 1976 until June 30, 1977.

Francisco G. Puzon, Jr., increase in salary as Research Associate I, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective March 1, 1976 until June 30, 1976.

Vicente A. Quiton, detail from U.P. at Los Baños with increase in salary from Assistant Professor IV to Assistant Professor V of Agricultural Education, U.P. College Tacloban, effective May 1, 1975 until March 31, 1977.

Bernadette G. Recidoro, renewal of additional assignment as Program Development Assistant, Program Development Staff, Office of the President, effective July 1, 1976 until December 31, 1976.

Dolores Recio as Head, Department of Clinical Nursing, College of Nursing, effective July 1, 1976 until April 30, 1979.

William R. Remollo as Instructor I in English, U.P. College Tacloban, effective June 1, 1976 until May 31, 1977.

Andres L. Reyes, Jr., renewal of additional assignment as Chairman, Department of Medicine, College of Medicine and Philippine General Hospital, effective July 1, 1976 until April 30, 1979.

Felisberto G.L. Reyes, reclassification of position for additional assignment with increase in honorarium from Consulting Design Engineer to Senior Design Engineer, Infrastructure Development Program, Office of the President, effective July 1, 1976 until September 30, 1976.

Georgina A. Reyes, renewal of supplementary appointment as Program Development Associate, Program Development Staff, Office of the President, effective July 1, 1976 until December 31, 1976.

Marita T. Reyes, extension of additional assignment as Project Leader in a Research Project titled "Coordinate Control of Respiration and Macromolecular Synthesis," Natural Science Research Center, effective June 1, 1976 until September 30, 1976.

Norman E. Reyes as Instructor I in Zoology, College of Arts and Sciences, effective June 14, 1976 until the return of George Go from a leave, but not later than May 31, 1977.

Peregrino S. Reyes, reappointment as Lecturer in Statistics, U.P.-NMYC-NCSO Statistical Manpower Training Program, Statistical Center, effective June 16, 1976 until May 31, 1977.

Salvador F. Reyes, reclassification of position for additional assignment with increase in salary from Consulting Design Engineer to Senior Design Engineer, Infrastructure Development Program, Office of the President, effective July 1, 1976 until September 30, 1976.

Jesus C. Reyna, promotion in rank from Instructor, without compensation, to Assistant Professor I in Surgery (part-time), College of Medicine, and Attending Surgeon (part-time), Philippine General Hospital, effective June 1, 1976 until May 31, 1977.

Juan E. Rivera, reversion to former rank with increase in salary as Law Researcher III, Law Center, effective July 1, 1976.

Patricia A. Rodrigo, reappointment as Senior Lecturer in English, U.P. College Baguio, effective June 14, 1976 until May 31, 1977.

Vinson A. Rodriguez, increase in salary as Project Assistant II, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective April 1, 1976 until June 30, 1976.

Alfonso S. Romero, increase in salary as Project Assistant II, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective March 1, 1976 until June 30, 1976.

Flerida Ruth P. Romero, extension of additional assignment as Officer-in-Charge, Law Center, effective June 16, 1976 until the return of Froilan M. Bacuñgan from a special detail abroad, but not later than June 22, 1976.

Segundo E. Romero, Jr., reappointment as Lecturer in Political Science, College of Arts and Sciences, effective June 7, 1976 until May 31, 1977.

Roma C. Roy as Head, Department of Communication Arts (Pilipino), Integrated UES-UHS, College of Education, effective June 1, 1976 until May 31, 1977.

Gloria T. Sadsad, renewal of appointment and transfer to regular item as Instructor IV in Communication, U.P. College Tacloban, effective July 1, 1976 until May 31, 1977.

Tomas A. Sajo, reappointment as Assistant Professor IV of Management, U.P. College Iloilo, effective June 1, 1976 until May 31, 1977; as Acting Coordinator, Office of Continuing Education, U.P. College Iloilo, effective June 1, 1976 until the return of Felicidad Jesena from a study leave abroad, but not later than February 15, 1977.

Melito Salazar, Jr., renewal of additional assignment as Program Development Associate, Program Development Staff, Office of the President, effective July 1, 1976 until December 31, 1976.

Nelia P. Salazar, renewal of additional assignment as Research Consultant in Immunology, Philippine Eye Research Institute, effective July 1, 1976 until December 31, 1976.

Josefina A. Salvaña, renewal of additional assignment as Program Development Associate, Program Development Staff, Office of the President, effective July 1, 1976 until December 31, 1976.

Ignacio P. San Gabriel as Assistant Professor of Surgery (part-time), College of Medicine and Attending Surgeon (part-time), Philippine General Hospital, without compensation, effective July 1, 1976 until May 31, 1977.

Lourdes C. Saniel as Chairman, Department of Service, Institute of Sports, Physical Education and Recreation, effective May 1, 1976 until April 30, 1979.

Asteya M. Santiago, renewal of additional assignment

as Director of Graduate Studies, Institute of Environmental Planning, effective July 1, 1976 until June 30, 1977.

Joaquin Santiaguel, extension of additional assignment as Program Development Associate, Program Development Staff, Office of the President, effective July 1, 1976 until September 30, 1976.

Virgilio G. Santiago, reclassification of position from Associate Professor to Clinical Associate Professor I, College of Medicine, without compensation, and Visiting Consultant, Philippine General Hospital, effective July 1, 1976 until June 30, 1977.

Grace P. Santos as Program Development Assistant, Program Development Staff, Office of the President, effective July 1, 1976 until July 31, 1976.

Ramon P. Santos as Writer/Editor of *Musika*, College of Music, effective February 1, 1976 until July 31, 1976.

Rosario H. Santos, transfer to non-substitute status as Instructor II in English, College of Arts and Sciences, effective June 17, 1976 until May 31, 1977.

Severina M. Santos, reappointment as Senior Lecturer in Social Work, Institute of Social Work and Community Development, effective June 14, 1976 until October 31, 1976.

Rosalina M. Selirio, reappointment as Instructor II in Zoology, College of Arts and Sciences, effective June 1, 1976 until May 31, 1977.

Ma. Clarisa R. Sia as Research Associate, College of Public Administration, effective July 1, 1976 until June 30, 1977.

Nora I. Silao as Chairman, Department of Obstetrics and Gynecology, College of Medicine and Philippine General Hospital, effective August 1, 1976 until April 30, 1979.

Antonia C. Silverio, renewal and transfer to non-substitute status as Assistant Professor I of Education, College of Education, effective June 1, 1976 until May 31, 1977; renewal of additional assignment as Consultant in Pilipino, Leyte Research and Development High School Project, U.P. College Tacloban, effective June 1, 1976 until May 31, 1977.

Santiago S. Simpas, renewal of additional assignment as Secretary, College of Public Administration, effective July 1, 1976 until December 31, 1976.

Mauro C. Simpliciano, renewal of additional assignment as Senior Design Architect, Infrastructure Development Program, Office of the President, effective July 1, 1976 until December 31, 1976.

Ma. Haidea T. Solidum as Instructor I in Fisheries Technology, College of Fisheries, effective June 1, 1976 until May 31, 1977.

Ma. Jocelyn S. Sonquit as Instructor I in Chemistry, U.P. College Iloilo, effective June 1, 1976 until May 31, 1977.

Rebecca P. Soriaga as Instructor I in Chemistry, College of Arts and Sciences, effective June 1, 1976 until the return of Reynaldo M. Montemayor from a leave of absence, but not later than May 31, 1977.

Julita V. Sotejo, renewal of supplementary appointment as Consultant to the PGH Director on Nursing Affairs, Philippine General Hospital, effective June 1, 1976 until December 31, 1976.

Victor S. Sotto as Instructor I, University Elementary School, College of Education, effective June 10, 1976 until the return of Estela C. Calderon from a local fellowship, but not later than March 31, 1977.

Pedro G. Subido as Chairman, Department of Sports, Institute of Sports, Physical Education and Recreation, effective May 1, 1976 until April 30, 1979.

Albert S. Sumergido, renewal of appointment and transfer to non-substitute status as Instructor I in Physical Education, U.P. College Iloilo, effective June 1, 1976 until May 31, 1977.

Jose P. Tabbada, extension of additional assignment as Program Development Associate, Program Development Staff, Office of the President, effective July 1, 1976 until September 30, 1976.

Isabel L. Tablante as Officer-in-Charge, Office of the Director of Undergraduate Studies, College of Education, effective June 19, 1976 until the return of Leonardo dela Cruz from abroad, but not later than August 28, 1976.

Ernesto J. Tabujara, extension of additional assignment with increase in honorarium as Senior Design Engineer (ST), Infrastructure Development Program, Office of the President, effective July 1, 1976 until September 30, 1976.

Wilfredo E. Tamayo, reappointment as Instructor I in History, College of Arts and Sciences, effective June 1, 1976 until May 31, 1977.

Edita A. Tan, extension of additional assignment as Program Development Associate, Program Development Staff, Office of the President, effective July 1, 1976 until September 30, 1976.

Leonides S. Tan as Senior Lecturer in Economics, U.P. College Cebu, effective June 14, 1976 until May 31, 1977.

Nelia S. Tan as Instructor I in Pathology, College of Medicine, effective July 1, 1976 until the return of Benjamin Canlas from a WHO fellowship, but not later than May 31, 1977.

Romulo S. Tan as Instructor IV in Business Administration, College of Business Administration, effective June 2, 1976 until May 31, 1977.

Proserpina D. Tapales, reclassification of position from Researcher I to Assistant Professor III of Public Administration, College of Public Administration, effective June 1, 1976 until the return of Belinda A. Aquino from a leave of absence, but not later than May 31, 1977.

Benjamin P. Tienzo, renewal of supplementary appointment as Lecturer in Statistics, U.P.-NMYC-NCSO Statistical Manpower Training Program, Statistical Center, effective July 1, 1976 until May 31, 1977.

Rosa Linda Tidalgo, extension of additional assignment as Program Development Associate, Program Development Staff, Office of the President, effective July 1, 1976 until September 30, 1976.

Victor N. Tiotuyco, renewal of additional assignment as Senior Design Architect, Infrastructure Development Program, Office of the President, effective July 1, 1976 until December 31, 1976.

Erlinda L. Tiuseco as Instructor in Obstetrics and

Gynecology, College of Medicine, and Chief Resident Physician Trainee, Philippine General Hospital, without compensation, effective July 1, 1976 until June 30, 1977.

Caridad H. Tobia as Program Development Assistant, Program Development Staff, Office of the President, effective July 1, 1976 until July 31, 1976.

Mario S. Tongson, renewal of additional assignment as Member, Natural Sciences Research Committee, Office of Research Coordination, effective July 1, 1976 until June 30, 1977.

Florentino C. Torres as Instructor I in Pilipino, University High School, College of Education, effective June 1, 1976 until October 31, 1976.

Ruben F. Trinidad as Professorial Lecturer in Statistics, U.P.-NMYC-NCSO Statistical Manpower Training Program, Statistical Center, effective July 1, 1976 until June 30, 1977.

Delfin L. Tolentino, Jr. as Instructor II in Comparative Literature and Pilipino, U.P. College Baguio, effective June 1, 1976 until the return of Remedios Rullan from a leave of absence, but not later than May 31, 1977.

Aurea S. Tuason, increase in salary from Instructor I to Instructor III in Nursing, College of Nursing, effective June 1, 1976 until the return of Salvacion Bailon from a leave of absence, but not later than May 31, 1977.

Mary Frances C. Tuason, transfer from U.P.-NSDB Integrated Research Program as Instructor II in Community Dentistry, Comprehensive Community Health Program, effective July 1, 1976 until May 31, 1977.

Cristina V. Turalba, renewal of supplementary appointment as Senior Design Architect, Infrastructure Development Program, Office of the President, effective July 1, 1976 until December 31, 1976.

Jose P. Umali, Jr., increase in salary as Training Specialist I, Asian Labor Education Center, effective April 16, 1976.

Renato S. Umali, renewal of additional assignment as Coach, Soccer Team, Institute of Sports, Physical Education and Recreation, effective July 1, 1976 until November 30, 1976.

Zubaida C. Usudan, reappointment as Instructor III in Zoology, U.P. College Manila, effective June 1, 1976 until the return of Angelica C. Vasquez from a local fellowship, but not later than May 31, 1977.

Guadalupe S. Uy Choco, transfer from U.P. at Los Baños as Instructor III in History, College of Arts and Sciences, effective June 14, 1976.

Matilde M. Valdes, renewal of additional assignment as Project Director, U.P.-DEC Special Education Project, College of Education, effective July 1, 1976 until June 30, 1977.

Florina L. Valdez, increase in salary from Instructor II to Instructor III in Speech and Drama, College of Arts and Sciences, effective July 1, 1976 until the return of Benjamin Muego from a leave of absence, but not later than May 31, 1977.

Salvador G. Valenzona as Instructor V in Management, U.P. College Cebu, effective June 1, 1976 until May 31, 1977.

Rosa M. Vallejo as Acting Secretary, Institute of Library Science, effective July 6, 1976 until the return of Herminia H. Santos from a special detail abroad, but not later than August 31, 1976.

Rufino L. Vallente, renewal of additional assignment as Lecturer in Shop Course, College of Engineering, effective June 1, 1976 until May 31, 1977.

Agustito C. Victoria as Consultant in Basketball (High School Boys), Institute of Sports, Physical Education and Recreation, effective June 1, 1976 until October 31, 1976.

Norberto S. Vila, renewal of additional assignment as Chairman, Department of Geodetic Engineering, College of Engineering, effective July 1, 1976 until April 30, 1979.

Gerardo P. Villaroman as Lecturer in Environmental Planning, Institute of Environmental Planning, effective June 14, 1976 until October 15, 1976.

Rosalina Villavicencio, renewal of additional assignment as Consultant in Biology, Leyte Research and Development High School Project, U.P. College Tacloban, effective June 1, 1976 until May 31, 1977.

Amado A. Vinuya as Instructor III in English, College of Arts and Sciences, effective June 1, 1976 until the return of Cristina P. Hidalgo from a leave of absence, but not later than May 31, 1977.

Rizalina C. Viñeza as Program Development Assistant, Program Development Staff, Office of the President, effective July 1, 1976 until July 31, 1976.

Phoebe D. Williams as Head, Department of Research and Related Studies, College of Nursing, effective July 1, 1976 until April 30, 1979.

Barbara L. Wong as Officer-in-Charge for Guidance, Integrated UES-UHS, College of Education, effective July 11, 1976 until the return of Leticia P. Ho from a maternity leave, but not later than November 10, 1976.

Virgilio R. Yap as Senior Lecturer in Fine Arts, U.P. College Cebu, effective June 14, 1976 until May 31, 1977.

Demetrio A. Yco, Jr. as Instructor I in Physics, U.P. College Baguio, effective June 1, 1976 until May 31, 1977.

Haydee B. Yorac, renewal of additional assignment as Member, Law Research Council, Law Center, effective July 1, 1976 until December 31, 1976.

Cristina L. Yuson as Senior Lecturer in Special Education, College of Education, effective June 1, 1976 until May 31, 1977.

Mario D. Zabat, reclassification of position from additional assignment with increase in honorarium from Designing Sanitary Engineer to Senior Design Engineer, Infrastructure Development Program, Office of the President, effective July 1, 1976 until September 30, 1976.

Prescillano M. Zamora as Member, Natural Sciences Research Committee, Office of Research Coordination, effective July 1, 1976 until June 30, 1977; renewal of additional assignment as Project Leader in a Research Project titled "Morpho-Systematic Study of Philippine Dryneroid Ferns," Natural Science Research Center, effective July 1, 1976 until June 30, 1977.

SEPARATIONS FROM THE SERVICE

Resignations

Marichu T. Buenavista as Office Assistant (Student), U.P. College Manila, effective July 14, 1976.

Marissa J. Imperio as Research Aide, Office of the University Registrar, effective July 13, 1976.

Delia Maldos as Training Assistant, Institute for Small-Scale Industries, effective July 1, 1976.

Mario Valencia as Utility Man, Science Education Center, effective July 1, 1976.

Dionisio Viloria as Emergency Security Guard, Security Division, effective July 8, 1976.

Rizalino C. Viñeza as Research Associate, Administrative Development Program, College of Public Administration, effective July 1, 1976.

Retirements

Alberto F. Cruz, Jr. as Clerk-Typist, Office of Student Affairs, effective July 30, 1976.

Paz Ilano Cruz as Physician (with rank of Assistant Professor), University Health Service, effective July 26, 1976.

Rufo Sisracon as Assistant Master Fisherman, College of Fisheries, effective July 12, 1976.

Matt Villanueva as Property Custodian, U.P. College Iloilo, effective July 22, 1976.

CONTRACTS AND AGREEMENTS

The Board *confirmed* the following contracts and agreements at its 874th meeting on 29 July 1976:

1. Memorandum of Agreement with the Department of Local Government and Community Development

A memorandum of agreement was entered into between the U.P. and the Department of Local Government and Community Development re the conduct of Local Administration and Development Program (LADP) courses on local development and administration for 160 scholars to be sponsored by the Department through the Local Government Center of the College of Public Administration, funds to be provided by the Department.

2. Memorandum of Agreement with the Provincial Government of Sultan Kudarat

A memorandum of agreement was entered into between the U.P. and the Provincial Government of Sultan Kudarat re the undertaking of an organization and management survey of the provincial government by the Local Government Center of the College of Public Administration. The Provincial Government shall provide the minimum operational costs for the project for four (4) months.

3. Memorandum of Agreement Regarding the UPLB-DNR-NIA-Ford Integrated Research Research on the Hydroecology of Upland Ecosystems

A memorandum of agreement was approved by the President concerning the UPLB--DNR-NIA Ford Integrated Research Program on the Hydroecology of Upland Ecosystems.

Under this agreement, the UPLB undertakes the research, while the Department of Natural Resources, the National Irrigation Administration, and the Ford Foundation bind themselves to finance the program for a two-year period.

HISTORICAL PAPERS AND DOCUMENTS

RESOLUTION PRESCRIBING THE MINIMUM REQUIREMENTS FOR THE ESTABLISHMENT OF AN AUTONOMOUS UNIVERSITY

(Adopted by the Board of Regents at its 874th Meeting, 29 July 1976)

WHEREAS, recent reforms such as the regionalization of governmental administration and of developmental planning, as well as the policy of countryside development, require appropriate response on the part of the University of the Philippines;

WHEREAS, said reforms sometimes stimulate requests for the establishment of an autonomous University in specific regions or communities;

WHEREAS, it behooves the University to adopt sound criteria for meeting or dealing with requests for the establishment of autonomous Universities, and for responding to the needs of regionalization;

THEREFORE, the Board of Regents of the University of the Philippines System, by virtue of the power vested in it by Act No. 1870, otherwise known as the University Charter, as amended, and by Presidential Decree No. 58, dated 20 November 1972, resolves as follows:

An autonomous University may be established as a member of the University of the Philippines System only when the minimum requirements and conditions stipulated below shall have been adequately satisfied.

Nucleus of the University

SECTION 1. That there are already existing, and fully operational:

a. a college of arts and sciences
b. at least three professional and/or technological colleges
c. graduate programs
d. research programs
e. public services programs

of a quality or potential satisfactory to the University.

Facilities

SECTION 2. That there are already existing, and fully operational, such facilities as will adequately support the undergraduate and graduate programs of instruction, research, and public services.

Financial Support

SECTION 3. That there is available the initial amount of at least ₱15 million for the operating expenses of the proposed University in its first year in the University of the Philippines System.

TOWARDS THE DEVELOPMENT OF A SCIENTIFIC COMMUNITY

BY DR. BALDOMERO M. OLIVERA
College of Medicine
University of the Philippines

In the past decades there has been a continuous attempt to establish a scientific beachhead in the Philippines. It is time to assess the results of these efforts, since there is increasing evidence that something has gone wrong. Indeed, the belief has been expressed that such efforts should not be continued at all. The argument is made that a small developing country like the Philippines does not have sufficient resources to support a viable program in pure science. It is maintained that pure science is best done somewhere else, and that science in the Philippines, insofar as it exists, should be strictly applied.

I feel that in any society, pure science plays a role that is quite akin to the role played by pure art. Perhaps a society can function without painters, musicians and poets, whose major motivation is their own creative energy, but what kind of society would it be? Perhaps we can continue to progress by borrowing the basic science training and the technology of more developed nations, but in the long run will that be sufficient for our own peculiar problems, our resources, our idiosyncrasies as a people? Although the feeling of impatience and disillusionment with Philippine science so far is readily understandable, it stems in part from the difficulty in understanding the specific problems involved in establishing a scientific community. This article is a perception of such problems from one scientist's point of view.

The Problem

The previous efforts to get science started in the Philippines were based on the assumption that the major deficiency in the country was the lack of trained people. There certainly was a lack of people with advanced scientific training initially. However, there was an implicit expectation that if enough people were trained, the development of science in the Philippines would follow in due course. For this reason a large number of promising students and research workers were sent to different universities in more developed countries, especially the United States. It was hoped that once a large enough number of them came back, Philippine science would become a self-sustaining proposition. This has not been the case: There is still a continuous need to send young people to foreign universities for their basic research training. The proportion of returned Ph.D.s who are doing active research locally is miniscule; some have given up science altogether, a fraction came back for a few years and then left the country, and many are heavily involved in teaching or in administration and doing very little really creative scientific scholarship.

What has happened? Why have the returning scientists come back and not done what they were supposed to do?

A number of reasons involve problems which will take a long time to remedy since they are tied in with the very fundamental problems the society as a whole faces. There is an economic problem: most research positions give relatively low salaries, and if the returnee is fairly bright, aggressive and personable and in addition has a family to support, he often drifts off to become an executive in industry. A second problem is the frustration in dealing with paperwork and bureaucracy. Certain government civil service rules often make research difficult since it is the nature of research not to be able to foretell what one will find, what one might be doing in a week; this of course is the antithesis of the careful planning that necessarily goes on in the rest of government. Some of the problems may also be intrinsic to the researcher. Many of the people sent to get Ph.D. degrees probably had neither talent nor drive to do research and would not have succeeded even under the most favorable circumstances. When they leave research, they loudly blame everything and everyone but themselves. An additional problem is that in many research institutions and universities, the researcher has little incentive to be productive at research.

To be sure, there are some outstanding exceptions to this rather bleak picture. The superb work done by Dr. Dolores Hernandez and her group on scientific textbooks in the Philippines must surely serve as a model for all. There are other successes, but in general these center around one individual and although at the present time one individual may be able to introduce modern ideas and innovations into a whole field, the question is, when that individual leaves or retires, can the vacuum be filled?

Can Scientists Work Together?: In the Philippines, They Must!

It is my thesis that the major remediable problem with science in the Philippines is the lack of a sense of community. The Ph.D.s who have come back after getting their degree work in isolation; they have to make or break all by themselves. They often find no one to talk to about scientific and other problems, no one who really understands the results that they get, no interrelationship with other scientists with whom they might have common problems and common aspiration. A striking thing about a gathering of scientists in the Philippines is that it is a social not professional affair; very rarely do two scientists in any kind of gathering actually discuss common *scientific* problems. Very rarely is there anything more than token polite interest in someone's new results. The result of all of this is a general malaise, a feeling of isolation and impotence before the seemingly overwhelming barriers to research.

The establishment of a scientific community can be compared to the generation of a critical mass; until a certain number of individuals working on the same project in close cohesion can be generated, it is unlikely that the reaction will continue for very long. Although

there is potentially enough know-how in the country at the present time to generate such a critical mass, each trained person has been left separated, intellectually and in many other respects, from possible colleagues. What is necessary is to push all the separated pieces together to form the critical mass. In my opinion, the personnel necessary for a scientific critical mass are already here; the administrators in a position to do so should induce parts of the potential scientific community into the necessary intellectual cohesion to make it self-sustaining.

Getting scientists to work together however is easier said than done. It is essentially impossible to do this purely administratively; if two people do not have any common interests, and they are forced to work together they will be dissatisfied. It is therefore important to develop positive inducements.

It is my opinion that the best way to go about this is to choose possible avenues of research in which a strong potential group exists, or in which some work is already being done within the Philippines. The project must be one that has possible related ramifications in a number of different fields. The advantage of this is that each person would in fact be doing something quite different, so that no direct competition between workers will result. Rather, different projects will complement each other. Nevertheless, some broad supervision over the general direction of all of the projects would be desirable. To establish such a family of projects should be the primary concern of the scientific administration of the country.

I feel that this would alleviate the most acute, most demoralizing of all of the problems encountered by a scientist beginning his work in the Philippines; the total sense of isolation. Every scientist returning should be induced to contribute his expertise towards one or more such families of projects; that way, he would immediately become an integral part of an ongoing project.

Such a system should generate more shared interests, more need for common facilities and common access to the literature. A problem until now has been that since every returning Ph.D. wants to continue working on his thesis project, this requires setting up each person in an entirely different way from every other; each researcher has different supply needs, different equipment needs, and different literature needs. By establishing families of projects that are interrelated, each new scientist who joins the "family" will already have significant physical and intellectual resources available to him.

Until such a family of projects becomes firmly established, it is essential to nurture its growth. Scientific administrators should try to provide as many positive incentives as possible to get all potential research personnel to join in. It is in this respect that administrators can play a very large role. One necessary prerequisite for the development of such interrelated projects is to provide continuous communication with laboratories outside the country doing work pertinent to the project. It will be necessary during the period of development, for the local research workers to be able to measure their work by international standards. A pipeline must be developed to other workers in the same field; if possible, funds should be provided to have co-workers from outside the country visit the Philippines at a reasonable frequency, and fellowships should be available for people in the Philippine group to be able to visit potential collaborators abroad. Although this may seem like a large investment for a few years, in the long run it will be the best investment that can possibly be made for the development of Philippine science. If a project can be made to be self sustaining it will generate its own funds from international sources. If it is possible to have the projects succeed to the point where a Philippine group becomes preeminent group working in that area, then such a group will generate numerous scientists wishing to visit the Philippines to learn from the group, and at that point the local support that has to be put in by administrators from above will no longer be necessary.

How big should such a group be? I think that the remarkable thing is that it really doesn't take that many people. The minimum comfortable size, however, is to have enough scientists interested in the family of projects so that no one person becomes essential to the entire project. If one person leaves, then the project should still be able to continue without collapsing altogether. Enough scientists should be in the project so that there will be sufficient overlapping expertise to fill any vacuum that develops. Under those conditions, such a scientific group would in fact be the basis for Philippine science community.

The importance of the thrust towards interrelated projects cannot be overemphasized. The day is over when an isolated scientist can single-handedly generate enough results, enough interest and enough resources to make a going concern. Scientific projects are much stronger when they are attacked by people of many diverse backgrounds, each in his own individual way. The collective intelligence of a large number of people provides a great deal of flexibility of attack on a scientific problem.

There will, of course, always be problems with doing science in the Philippines which can never have as big a scientific community as some of the highly populated, highly developed industrialized countries. However, by expanding the group that is interested in a general topic, the frustrations of coping with the many problems that arise, the instruments breaking down and the unavailability of supplies all become considerably more bearable.

In my view the development of interrelated projects may not lead necessarily to the development of a viable Philippine scientific community; even though one or two or three families of projects can be set up, circumstances may prove that they will be longer-lived, but still transient phenomena. However, although the development of such groups does not ensure success, they are an absolute prerequisite to success. Without such a sense of community, among different research workers, pure science in the Philippines must necessarily remain the demoralized field that it seems to chronically be. Thus, if having highly trained scientists is a good resource for the overall development of the community, the development of interrelated projects must be pushed with the maximum administrative flexibility that is available.

REVISED ACADEMIC CALENDAR, 1976-1977

(Applies to all units except U.P. Extension Division Clark Air Base and the Master of Business Administration Evening Program)

FIRST SEMESTER

CLASSES BEGIN	Mon., June 14
Last Day for Late Registration	Tues., June 22
Last Day for Graduating Students to File Application for Graduation	Fri., July 2
Mid-Semester	Mon., Aug. 9
Last Day for Dropping of Subjects	Mon., Sept. 6
U.P. COLLEGE ADMISSIONS TEST (at Diliman) FOR SECOND SEMESTER FRESHMAN ADMISSION	Sat., Aug. 7
UNIVERSITY COUNCIL MEETING TO APPROVE GRADUATION OF SUMMER GRADUATES	Sat., July 31
Removal Examination for First Semester Graduating Students	Mon., Aug. 30—Thurs., Sept. 2
Last Day for First Semester Graduating Students to Clear Their Deficiencies	Fri., Sept. 3
CLASSES END	Mon., Oct. 4
Integration Period	Tues., Oct. 5 & Wed., Oct. 6
FINAL EXAMINATIONS	Thurs., Oct. 7—Thurs., Oct. 14
Last Day for Submitting Grades	Fri., Oct. 22

SECOND SEMESTER

Last Day for Transfer Students to File Application for Admission	Fri., Oct. 1
Last Day for Filing Application for UPCAT and UPGST for First Semester Freshmen	Sat., Oct. 2
Medical Examination	Mon., Oct. 18—Fri., Oct. 29
REMOVAL EXAMINATION PERIOD	Tues., Oct. 12—Mon., Oct. 25
Validating Test for Advanced Credits	Mon., Oct. 18—Tues., Nov. 9
ADVANCED REGISTRATION FOR FRESHMEN AND SENIOR STUDENTS	Tues., Oct. 26 & Wed., Oct. 27
GENERAL REGISTRATION	Thurs., Oct. 28, Fri., Oct. 29 Tues., Nov. 2 & Wed., Nov. 3
CLASSES BEGIN	Thurs., Nov. 4
Last Day for Late Registration	Fri., Nov. 12
Last Day for Graduating Students to File Application for Graduation	Mon., Nov. 22
U.P. COLLEGE ADMISSIONS TEST/U.P.-GOVERNMENT SCHOLARSHIP TEST:	
1) Diliman	Sat., Dec. 4 & Sun., Dec. 5
2) Regional Test Centers	Sat., Dec. 4
CHRISTMAS VACATION	Wed., Dec. 22—Sun., Jan. 2
CLASSES RESUME	Mon., Jan. 3
UNIVERSITY COUNCIL MEETING TO APPROVE GRADUATION OF FIRST SEMESTER GRADUATES	Sat., Jan. 15
Mid-Semester	Tues., Jan. 11
Last Day for Dropping of Subjects	Tues., Feb. 8
Removal Examinations for Second Semester Graduating Students	Fri., Jan. 14—Thurs., Jan. 20
Last Day for Graduating Second Semester Students to Clear Their Deficiencies	Fri., Jan. 21
CLASSES END	Tues., Mar. 8
Integration Period	Wed., Mar. 9 & Thurs., Mar. 10
FINAL EXAMINATIONS:	
Graduating Students	Thurs., Mar. 10—Wed., Mar. 16
All Other Students	Fri., Mar. 11—Fri., Mar. 18
Last Day for Submitting Grades	
Graduating Students	Mon., Mar. 21
All Other Students	Mon., Mar. 28

Faculties Meet to Approve Graduation	Sat., Mar. 26
Last Day for Colleges to Submit Approved List of Candidates for Graduation	Mon., Mar. 28
UNVERSITY COUNCIL MEETING TO APPROVE GRADUATION OF SECOND SEMESTER GRADUATES	Mon., April 4
BOARD OF REGENTS MEETING TO CONFIRM GRADUATION	Tues., April 5
GENERAL COMMENCEMENT EXERCISES	Sun., April 10

SUMMER SESSION, 1977

Registration	Wed., April 13 & Thurs., April 14
Classes Begin	Fri., April 15
Last Day for Late Registration	Mon., April 18
Holy Week Recess	Thurs., April 28—Mon., May 2
Classes Resume	Tues., May 3
End of the First Half of Summer Session	Thurs., May 5
Last Day for Dropping of Subjects	Fri., May 13
Classes End	Mon., May 23
FINAL EXAMINATIONS	Wed., May 25 & Thurs., May 26
Last Day for Submitting Grades	Wed., June 1

OFFICIAL HOLIDAYS:

1976—June 12; July 5; November 30; December 25 and 30
1977—January 1; April 9; April 28 (Maundy Thursday); April 29 (Good Friday); and May 2

SUMMARY OF THE NUMBER OF CLASS DAYS FOR ACADEMIC YEAR, 1976-1977

FIRST SEMESTER

	M	*W*	*F*	*Total*	*T*	*TH*	*Total*
June	3	3	2	8	3	2	5
July	3	4	5	12	4	5	9
August	5	4	4	13	5	4	9
September	4	5	4	13	4	5	9
October	1	0	1	2	0	0	0
Total	16	16	16	48	16	16	32

SECOND SEMESTER

	M	*W*	*F*	*Total*	*T*	*TH*	*Total*
November	4	3	4	11	3	4	7
December	3	3	3	9	3	3	6
January	5	4	4	13	4	4	8
February	4	4	4	12	4	4	8
March	1	1	1	3	2	1	3
Total	17	15	16	48	16	16	32

There shall be 29 class days in the Summer, 1977 session. A 3-unit lecture class shall meet for one hour and forty minutes a day—Monday to Saturday—for the duration of the Summer Session.

LIST OF GRADUATES WHO COMPLETED ALL THE REQUIREMENTS FOR THEIR RESPECTIVE TITLES AND DEGREES AS OF THE END OF SUMMER, 1976

The Board *confirmed* the graduation of the following students certified by the University Registrar as having completed all the requirements for their respective titles and degrees as of the end of Summer, 1976, or as otherwise indicated:

Bachelor of Arts

Ma. Corazon M. Amansec, Rogelio A. Atos, Amado Cabanela (as of the end of the second semester, 1973-1974), Adonis P. Callanta, Wilson A. Contreras, Nonet M. Dapul, Rowena Jane D. de Asis, Godofredo C. de Guzman, Ma. Cecilia L. de Leon, Alvin V. Deveza, Wilfredo R. Diñgal, Julieto E. Dizon, Florante G. Esteban.

Jesus F. Fernandez, Magdalena F. Frando, Ma. Lourdes L. Logan, Lolita A. Loyola-Baviera, Martha C. Macling, Nicasio M. Morales, Concepcion A. Palileo, Roberto O. Parel, Jose A. Parungo, Arthur C. Romero, Guillermo C. Serquiña, Jacqueline L. Tanquintic (as of the end of the second semester, 1975-1976), Cynthia D. Tingson, Florante E. Tuy.

Bachelor of Science

Edgar B. Abarcar, Evangeline A. Aguila, *cum laude,* Marisa S. Aguila, Erie T. Agustin, Maritess G. Aldaba, Ernesto V. Arada III, Jose S. Aramburo, Jr., Pedro M. Bañas, Joy A. Bañez, Esperanza M. Bautista, Ma. Minerva C. Bautista, Adolfo R. Baviera, Aquiles C. Bernabe, Jr., Angelito A. Bernardo, Mary Lumen V. Bernardo, Eden T. Borja, Elma G. Bruno, Jesse B. Buenavides, Ma. Regina A. Busuego, *cum laude.*

Samuel B. Calixto, Carmelo C. Canto, Soledad B. Concepcion, Rosalito P. Cruz, Elizabeth M. Custodio (as of the end of the second semester, 1975-1976), Francisco A. Datar, Blanca C. de Guia, *cum laude,* Emerico O. de Guzman, Susana S. de Guzman, Eleanor C. dela Cruz, Blesilda C. dela Rosa, Salvador Richard M. Dizon, Charlene B. Dy Miranda.

Elizabeth A. V. Ellaga, Ma. Linda J. Enriquez, *cum laude,* Gerardo C. Estillore, Ricardo C. Eusebio, Celso V. Fernandez, Jr., Demetrio L. Flores, Ramon Julius E. Flores, Florina E. Frayna, Amparo V. Fredeluces, John Y. Gaisano, Jr., Jaime T. Gallardo, Jr., Alexander R. Gungab.

Miguel L. Hizon, Roberto S. Jara, Escolastico H. Lagon, Maria Elena S. Lamug, Wilma A. Laureta (as of the end of the first semester, 1975-1976), Pablo F. Lazatin III, *cum laude,* Teresita B. Llaguno, Elmer P. Manalo, Ma. Trinidad B. Marcelo, Jose Ma. F. Martinez, *cum laude,* Raymundo C. Matias, Manuel A. Molina, Ma. Leah F. Montes (as of the end of the second semester, 1975-1976).

Renato M. Oracion, Marvilyn E. Pacubas, Mary Jane P. Paez, Ariston B. Paras, Alicia A. Piedad, Eufrecina A. Pingol, Denise Ann L. Pujol, Ceferino L. Rivera, Evangeline Q. Roxas, Helen Rose M. Ruiz, Maria Lourdes A. Sales, Bernabe S. Singson, Jr., Horacio T. Sison.

Woodrow C. Tabanao, Benedict O. Tanbonliong, *magna cum laude,* Regina P. Tandoc, Enrique C. Tenazas, Danilo B. Tuazon, George F. Ty, Teodoro S. Untalan, Grace Marilou L. Vega, Victor A. Vicente, Marisa P. Villasanta, Betty Y. Wee.

Bachelor of Science in Chemistry

Margarita M. Balon (as of the end of the second semester, 1975-1976).

Bachelor of Science in Foreign Service

Theresina N. Atizado, Jorge Z. Catibog, Brenda M. Coronado, Rosalina R. Dagui, Edilberto N. Martinez, Yolanda T. Mendoza, *cum laude,* Maria Fe M. Sison, Margaret A. Soriano, Edmund O. Tangco (as of the end of the second semester, 1975-1976).

Bachelor of Science in Geology

Samuel F. Declaro, Noel V. Ferrer, Reynulfo A. Juan, Redempta A. Peña.

Bachelor of Science in Occupational Therapy

Rosibelle B. Agustin, Azelvita L. Castillo, Vivencia A. Chavez, Sandra S. Saulog, Eufrocina S. Tomas.

Bachelor of Science in Physical Therapy

Noelio Z. Malvar, Roberto B. Musni, Ma. Benie B. Orense, Rosemarie C. Sugayan.

PLS. RETURN TO OSU
RECORDS
PLS. RETURN TO OSS

UNIV. of the Philippines
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PLS. RETURN TO OGS

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The University of the Philippines Gazette is published monthly by the Information Office, University of the Philippines, Quezon City, Philippines.

UNIVERSITY OF THE PHILIPPINES

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THE UNIVERSITY OF THE PHILIPPINES GAZETTE

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ADMINISTRATIVE ISSUANCES

ADMINISTRATIVE ORDER

Administrative Order No. 46: Reconstitution of the Committee on Naming of Streets and Buildings on the University Campus

The Committee on Naming of Streets and Buildings on the University Campus is hereby reconstituted with Dr. Leslie E. Bauzon as Chairman and the following as members, to consider the appropriate names for buildings and streets on the Diliman campus which are still unnamed: Prof. Petronilo Bn. Daroy, Prof. Malaya C. Ronas, Director Romeo C. Tomacruz, and Mr. Cosme D. Rosell.

They shall take the necessary steps to meet and submit their recommendations to this Office. They might find helpful the guidelines adopted by the Committee when it was originally constituted in 1962.

31 August 1976

MEMORANDUM CIRCULARS

Memorandum Circular No. 28: Renaming of the Department of Military Science and Tactics to Department of Citizen Military Training

Pursuant to General Order No. 12 issued by Headquarters Metropolitan Citizen Military Training Command, AFP (MCMTC), the various ROTC units in Metro Manila were redesignated Citizen Military Training Units effective 1 April 1976.

In this connection, all deans, directors, faculty members, students and all concerned are informed that the U.P. Department of Military Science and Tactics has been renamed Department of Citizen Military Training effective the same date.

Please be guided accordingly.

18 August 1976

FOR THE PRESIDENT:
(Sgd.) EMANUEL V. SORIANO
Executive Vice-President

Memorandum Circular No. 35: Rules in Orthography of Filipino

For the information of all concerned, Department Memorandum No. 194, s. 1976 dated 30 July 1976 from Honorable Juan L. Manuel, Secretary of Education and Culture is quoted hereunder:

"Republika ng Pilipinas
"(Republic of the Philippines)
"KAGAWARAN NG EDUKASYON AT KULTURA
"(DEPARTMENT OF EDUCATION AND CULTURE)
"Maynila
"July 30, 1976

"DEPARTMENT MEMORANDUM
"No. 194, s. 1976
"RULES IN ORTHOGRAPHY OF FILIPINO

"To: Bureau Directors
Regional Directors
Coordinator, State Colleges and Universities
Schools Superintendents

"1. In keeping with the rapid development and changes taking place in the Filipino language as shown by the influx of linguistic elements from the different influencing languages, native as well as foreign, and in order to adjust it to the needs of modernization, the Institute of National Language has introduced some modifications in the orthographic rules of Filipino.

"2. Inclosed is a copy of the new 'Mga Tuntunin sa Ortograpiyang Filipino.' The rules take effect immediately.

"3. It is desired that this Department Memorandum be widely disseminated in the field.

"(SGD.) JUAN L. MANUEL
"Secretary of Education and Culture

"Incl.:
"As stated
"Reference:
"None
"Allotment: 1-2-3-4—(D.O. 1-76)
"To be indicated in the *Perpetual Index* under the following subjects:
"CHANGE
"LANGUAGE
"RULES AND REGULATIONS"

Please be guided accordingly.

27 August 1976

FOR THE PRESIDENT:
(Sgd.) OSCAR M. ALFONSO
Secretary of the University

Republika ng Pilipinas
Kagawaran ng Edukasyon at Kultura
SANGGUNIAN NG SURIAN NG WIKANG PAMBANSA
Maynila

MGA TUNTUNIN SA ORTOGRAPIYANG FILIPINO

Dahil sa mabilis na pag-unlad at pagbabago ng wikang pambansang Filipino na ipinamamalas ng pagpasok ng mga salita mula sa iba't ibang wikang katutubo at banyaga, at dahil pa rin sa pagdaragdag sa alpabeto Filipino ng mga letrang hiram upang makasabay sa progresibong pagsulong ng wika, at bilang tugon pa rin sa hinihiling na paliwanag sa paraan ng paggamit ng mga letra ng binagong alpabeto ng mga guro, manunulat, mananaliksik at madlang kalahatang nagsasalita at sumusulat sa wikang Filipino, itinatakda ang mga sumusunod na mga tuntunin ng ortograpiyang Filipino.

Ang mga tuntuning ito ay batay rin sa kalakhan sa dating mga tuntuning sinusunod ng Surian ng Wikang Pambansa sa pagwawasto ng mga aklat at mga manuskrito sa wikang Filipino. May ilan lamang pagbabago o modipikasyong iniangkop sa pangangailangan ng modernisasyon.

Inilalahad ang mga tuntunin sa ibaba.

MGA TUNTUNIN

1. Sa pangkalahatang pagbabaybay ng mga karaniwang salitang mula sa iba't ibang katutubong wika, dapat sundin ang simulaing isa-sa-isang tumbasan o kung ano ang bigkas ay gayon din ang baybay gaya ng sinusunod sa sistema ng palabaybayan ng

20-letrang abakada na katangiang likas ng wikang pambansa at ng iba pang mga katutubong wika; sa pasubali, na maaaring manatili ang katutubong baybay ng mga salitang isinasama sa bokabularyo ng Filipino buhat sa iba't ibang wika.

Halimbawa:

Ibanag:

fuddul	(cape)
ifun	(smallest size of banak)
uffun	(tribute)
vugi	(eggs of fish)
vutta	(particles of cooked rice falling off the dish during meal)

Tausug)
Maranao)
Magindanao:

azan	(Ar. the first call to prayer)
hadji	(Ar. a male Muslim who has gone to Mecca)
jihad	(Ar. religious war)
sujud	(Ar. prostrating in such a way that the body touches the ground)
ustadz	(Ar. Islamic teacher)

Kastila:

bintana	(mula sa *ventana*)
piso	(mula sa *peso*)
sibuyas	(mula sa *cebollas*)
kabayo	(mula sa *caballo*)
makina	(mula sa *maquina*)
administrasyon	(mula sa *administracion*)

Ingles:

dyip	(mula sa *jeep*)
magasin	(mula sa *magazine*)
notbuk	(mula sa *notebook*)
bulitin	(mula sa *bulletin*)

Latin:

apidabit	(mula sa *affidavit*)
kurikulum	(mula sa *curriculum*)
awditoryum	(mula sa *auditorium*)
akwaryum	(mula sa *aquarium*)
alyas	(mula sa *alias*)
antena	(mula sa *antenna*)

Pranses:

bunggalo	(mula sa *bungalow*)
bupey	(mula sa *buffet*)
bokey	(mula sa *bouquet*)
tsalet	(mula sa *chalet*)
burgis	(mula sa *bourgeois*)

Italyano:

makaroni	(mula sa *macaroni*)
salami	(walang pagbabago)

2. Ang mga salitang banyaga na bago pa lamang ginagamit sa Filipino ay maaaring isulat nang alinsunod sa baybay nito sa wikang pinanghiraman. Sa ganitong pangyayari'y maaaring gamitin ang mga letrang C, Ch, F, J, LL, Ñ, Q, RR, V, X, Z.

Halimbawa:

Ingles:
jet (bagama't maaaring isulat nang *dyet*)
airport (dapat manatili marahil)
staff (dapat manatili marahil)
stereo (dapat manatili marahil)
coach (dapat manatili marahil)

Italyano:
spaghetti libretto allegretto
pizza pie falsetto

Pranses:
grand prix bon voyage
mardi gras papier mache
bon vivant fait accompli

Latin:
modus operandi habeas corpus
modus vivendi alumni
in loco parentis

3. Ang mga simbolong pang-agham, gaya ng sa kemistri, pisika, biyolohiya, atb. ay dapat manatili sa anyong internasyonal, bagaman ang salitang kinakatawan ng bawat sagisag ay maaaring tumbasan sa Filipino.

Halimbawa:
Fe (iron) — bakal
H_2O (water) — tubig
NaCl (salt) — asin
Ca (calcium) — kalsyum
HCl (muriatic acid) — asido muryatiko
CaC_2 (calcium carbide) — kalburo
CaO (lime) — apog

4. Baybay ng mga salitang nagtataglay ng bungkos ng mga katinig na *Y* at *W*.
   a. Baybayin ang bungkos ng katinig na salita ayon sa bigkas. Sa kalagayang ito'y may dalawang anyo ang baybay na mapagpipilian.

Unang Preperensya Baybay-SWP	*Pangalawang Preperensya Baybay Ponemiko*
kuwarto	kwarto
kuwento	kwento
manuwal	manwal
huwes	hwes
guwantes	gwantes
puwersa	pwersa
suwerte	swerte
tuwalya	twalya

   b. Ang mga pangngalang pantangi ay karaniwang binabaybay ayon sa nakamihasnang baybay, bagama't binabaybay ang ilang salita ayon sa Tuntunin 1.

Halimbawa:

Cuevas	Quiapo	Tarlac	Volkswagen
Davao	Quezon	Zambales	Ferrari
Roxas	Peña	El Filibusterismo	Zanussi
Llanera	Vera	Rizal	Fernando
Guevarra	Julius	Xavier	Vietnam

5. Ang gamit ng mga panandang pahilis (′), paiwa (`) at pakupya (ˆ) ay opsyonal, sa pasubaling gamitin kung kailangan sa isang partikular na sitwasyon gaya ng sumusunod.

Halimbawa:

magsaya	vs.	magsayá
lamang	vs.	lamáng
laláki	vs.	lálakí

6. Ang gitling. Ginagamit ang gitling (-) sa loob ng salita ayon sa sumusunod na mga pangyayari:
   a. Kapag ang salitang nagsisimula sa patinig ay inuunlapian, katutubo man o banyaga.

Halimbawa:

pang-ulos	pag-ibig	nag-order
pag-asa	mag-aral	nag-absent
tag-ulan	tag-araw	nag-apartment
nag-iisa	pag-iwas	nag-isyu

b. Kapag pinagdurugtong ang dalawang bahagi ng tambalang salita.

Halimbawa:

bayad-utang	lagnat-laki
halik-hudas	sukang-Iloko
tubong-Maynila	bantay-salakay

c. Kapag inuulit ang buong salita o higit sa isang pantig ng salitang-ugat.

Halimbawa:

araw-araw	daan-daan
oras-oras	bala-balakid
kani-kanila	mabuting-mabuti
bali-baligho	maligayang-maligaya

d. Kapag pinaghihiwalay ang salitang hiram na ginagamit sa orihinal na baybay at ang panlapi nito.

Halimbawa:

nag-junket	ni-raid
in-ambush	nag-smuggle
nag-jet	nag-Volkswagen
i-channel	naka-Cortina
mag-beer	naka-jambo jet

e. Kapag ikinakabit ang isang unlapi sa pangngalang pantangi o sa isang simbolo o sagisag.

Halimbawa:

maka-Filipino	maka-Rizal
maka-Hapon	maka-Asyano
ika-6	ika-8
maka-Amerikano	maka-Intsik

f. Kapag pinagkakabit ang apelyido ng babae at ang apelyido ng kanyang bana o asawa.

Halimbawa:

Shirley Dante-Perez
Norma Tiangco-Santos
Angelina Reyes-Flores
Conchita Tuazon-Aquino

g. Kapag hinahati ang isang salita sa dulo ng isang linya ng sulatin.

7. Ang kudlit o apostrope. Ang kudlit (') ay ginagamit na pananda ng nawawala o nilalaktawang letra o mga letra sa dalawa o mahigit pang salitang magkasunod.

Halimbawa:

ama't ina (mula sa *ama at ina*)
binibini't binata (mula sa *binibini at binata*)
tahana't paaralan (mula sa *tahanan at paaralan*)
baya't tahanan (mula sa *bayan at tahanan*)
siya'y mabait (mula sa *siya ay mabait*)
lahi'y tumindig (mula sa *lahi ay tumindig*)
baya'y namulat (mula sa *bayan ay namulat*)
telo'y ibinababa (mula sa *telon ay ibinababa*)

Ngunit ang mga sumusunod ay maaaring isulat nang buo o walang kudlit:

kahit	bawat
ngunit	pagkat
subalit	sapagkat
datapwat	

Ang mga tuntuning ito'y pinagtibay ng Sanggunian ng Surian ng Wikang Pambansa noong Abril 1, 1976.

MEMORANDUM

Memorandum No. 3: Notification of Units by Telephone Whenever Classes/Offices are Suspended

In order to systematize and regularize the standard operation procedure therefor and to ensure thereby that each and every unit is notified whenever classes/offices are suspended, the following steps shall be adopted effective immediately:

1. Telephone calls to the colleges/units/offices shall be made according to the following listing in the 1975 Diliman Campus Telephone Directory:

a. *Those listed on pages* 1-10 (*likewise: all the Manila units, to be informed by calls thru PLDT*)—
By the staff of the Office of the President.

b. *Those listed on pages* 11-18—
By the immediate staff of the Secretary of the University.

c. *Those listed on pages* 19-24—
By the PABX telephone operators of the Office of General Services.

2. Notifications by telephone shall be made whenever classes/offices are suspended by the Office of the U.P. President due to (a) inclement weather, (b) University convocations or programs, (c) conferment of honorary degrees, and/or (d) other reasons.

Please be guided accordingly.

11 August 1976

(Sgd.) OSCAR M. ALFONSO
Secretary of the University

DECISIONS OF THE BOARD OF REGENTS

875th (Special) Meeting, 24 August 1976

ARCHIVIZATION OF THE BOARD'S MINUTES

The Board discussed the desirability of and the need for a system of archivization of the minutes of the Board, based on microfilming, the details thereof to be worked out administratively.

NEXT REGULAR MEETING OF THE BOARD

The Board set its next regular meeting for Thursday, 2 September 1976 in lieu of the meeting previously scheduled for Thursday, 26 August 1976.

PRESIDENTIAL DECISIONS

The President approved the following appointments, reappointments, renewals of appointment, promotions, increases in salary, and other matters:

Gemino H. Abad, extension of appointment for additional assignment as Assistant Dean for Student and Public Affairs, College of Arts and Sciences, effective September 1, 1976 until December 31, 1976.

Cynthia L. Aberion, renewal of appointment as Assistant to the Director for Rural Services, Comprehensive Community Health Program, effective August 1, 1976 until July 31, 1977.

Egbert B. Abiad, reappointment as Lecturer in Mathematics and Physics, U.P. College Baguio, effective June 14, 1976 until October 31, 1976.

Leopoldo V. Abis, renewal of additional assignment as Associate Dean, College of Engineering, effective September 1, 1976 until April 30, 1979.

Assiri Abubakar as Special Lecturer, U.P. College Manila, effective July 1, 1976.

Manuel C. Adlawan as Secondary School Teacher, Leyte Research and Development High School Project, U.P. College Tacloban, effective June 1, 1976 until May 31, 1977.

Lourdes A. Africa, renewal of supplementary appointment as Lecturer/Preceptor, Anesthesiology Center Western Pacific, College of Medicine, effective July 1, 1976 until June 30, 1977.

Virginia F. Agbayani, reappointment to additional assignment as Secretary, College of Fine Arts, effective August 15, 1976 until April 30, 1979.

Aurora G. Alarcon, automatic promotion in rank and salary from Instructor IV to Assistant Professor II of Mathematics, University High School, College of Education, effective March 10, 1976.

Luis M. Alarilla, Jr., extension of additional assignment as Program Development Associate, Program Development Staff, Office of the President, effective July 1, 1976 until September 30, 1976.

Juan A. Albito, reappointment as Lecturer in Public Administration, U.P. College Iloilo, effective April 1, 1976 until June 13, 1976; renewal of appointment with promotion in rank and salary from Lecturer to Senior Lecturer in Public Administration, U.P. College Iloilo, effective June 14, 1976 until May 31, 1977.

Antonio G. Alcid, reappointment as Instructor II in Physical Education, U.P. College Baguio, effective June 21, 1976 until October 31, 1976.

Ma. Salome S. Alegre, grant of allowance for additional assignment as Officer-in-Charge, U.P. College Manila, effective May 21, 1976 until the return of Bonifacio S. Salamanca, but not later than August 18, 1976; renewal of additional assignment as Officer-in-Charge, U.P. College Manila, effective August 19, 1976 until the return of Bonifacio S. Salamanca if reinstated or the case against him administratively disposed of, whichever supervenes sooner, but not later than August 18, 1977.

Carmelo A. Alfiler as Instructor I in Pediatrics (full-time), College of Medicine, without compensation, effective July 1, 1976 until December 31, 1976.

Caridad S. Alfonso as Program Development Associate, Program Development Staff, Office of the President, effective August 1, 1976 until October 31, 1976.

Aida C. Ali, renewal of appointment with promotion in rank from Research Associate to Researcher I, U.P. College Cebu, effective July 1, 1976 until June 30, 1977.

Nilda R. Almonte, transfer from U.P. Extension Division Clark Air Base with increase in salary from Instructor II to Instructor IV in Psychology, Asian Institute of Tourism, effective June 21, 1976 until May 31, 1977; as Acting Secretary, Asian Institute of Tourism, effective June 21, 1976 until April 30, 1977.

Antonio C. Alvarez, increase in salary from Assistant Professor III to Assistant Professor V of Business Administration, U.P. College Cebu, effective July 1, 1976 until May 31, 1977.

Ignacito U. Alvizo as Lecturer in Management, U.P. College Tacloban, effective June 1, 1976 until May 31, 1977.

Caridad A. Ancheta, reappointment as Instructor IV (part-time), College of Medicine, and Medical Consultant, Philippine General Hospital, without compensation, effective July 1, 1976 until June 30, 1977.

Mary L. Aquintey as Module Writer, Project Element, College of Education, effective April 20, 1976 until the completion of the module, but not later than July 31, 1976.

Bienvenido M. Aragon, extension of additional assignment with reclassification of position from Program Development Assistant to Program Development Associate, Program Development Staff, Office of the President, effective July 1, 1976 until September 30, 1976.

Carminia M. Aragon as Instructor I in English, College of Arts and Sciences, effective June 14, 1976 until the return of Marcela Zamora and Lilia O. Allas from a leave of absence, but not later than

May 31, 1977; as Consultant, High School Girls' Basketball Team, Institute of Sports, Physical Education and Recreation, effective June 1, 1976 until October 31, 1976.

Narcisa C. Araneta as Assistant Director, Institute of Health Sciences (Tacloban), effective July 1, 1976 until April 30, 1977.

Antonio D. Baccay, reappointment to additional assignment as Laboratory Training Supervisor, U.P.-NMYC-NCSO Statistical Manpower Training Program, Statistical Center, effective June 1, 1976 until June 30, 1977.

Oscar Baguio, extension of appointment after compulsory retirement as Professor VIII of Mechanical Engineering, College of Engineering, effective August 3, 1976 until October 31, 1976.

Josefina G. Bailen as Lecturer in Voice, College of Music, effective June 1, 1976 until May 31, 1977.

Helen V. Bañez, increase in salary from Assistant Professor I to Assistant Professor II of English, U.P. College Cebu, effective June 1, 1976 until May 31, 1977.

Enrique D. Barcelo as Lecturer in Flute, College of Music, effective September 1, 1976 until May 31, 1977.

Fernando T. Barican as Project Coordinator, Philippine Jurisprudence Project, Law Center, effective August 1, 1976 until December 31, 1976.

Faith V. Barros as Instructor I in Broadcast Communication, U.P. College Baguio, effective June 1, 1976 until May 31, 1977.

Magpuri M. Bataclan, renewal of supplementary appointment as Lecturer/Preceptor, Anesthesiology Center Western Pacific, College of Medicine, effective July 1, 1976 until June 30, 1977.

Eloisa G. Bautista as Lecturer in Spanish, College of Arts and Sciences, effective June 14, 1976 until the return of Carmen Ventanilla from a local faculty fellowship, but not later than April 30, 1977.

Nestor S. Bautista, renewal of additional assignment as Lecturer/Preceptor, Anesthesiology Center Western Pacific, College of Medicine, effective July 1, 1976 until June 30, 1977.

Manuel P. Bendaña, reappointment to additional assignment as Program Development Associate, Program Development Staff, Office of the President, effective August 1, 1976 until October 31, 1976.

Kristina Benitez as Writer/Editor of *Musika*, College of Music, effective February 1, 1976 until July 31, 1976.

Omar R. Billano as Instructor in Medicine (part-time), College of Medicine, and Attending Physician (part-time), Philippine General Hospital, without compensation, effective July 1, 1976 until June 30, 1977.

Josefino R. Bobadilla, renewal of appointment with reclassification of position from Clinical Preceptor, without compensation, to Clinical Assistant Professor, College of Medicine, without compensation, effective June 1, 1976 until May 31, 1977.

Emma Boncaras as Lecturer in Public Administration, U.P. College Tacloban, effective October 27, 1975 until May 31, 1976.

Armando F. Bonifacio, extension of appointment for additional assignment as Assistant Dean for Academic Affairs, College of Arts and Sciences, effective September 1, 1976 until December 31, 1976; renewal of additional appointment as Chairman, Department of Philosophy, College of Arts and Sciences, effective September 4, 1976 until April 30, 1979.

Manuel F. Bonifacio as Member, Law Research Council, Law Center, effective June 16, 1976 until December 31, 1976.

Lulu C. Bravo as Instructor I in Pediatrics (part-time), College of Medicine, and Attending Pediatrician (part-time), Philippine General Hospital, without compensation, effective July 1, 1976 until June 30, 1977.

Petrarch B. Bravo as Instructor in Medicine (part-time), College of Medicine, and Attending Physician (part-time), Philippine General Hospital, without compensation, effective July 1, 1976 until June 30, 1977.

Carolina del Mar Brennan, reappointment as Assistant Professor IV of Mathematics, College of Arts and Sciences, effective June 7, 1976 until May 31, 1977.

Jose S. Buenavides, reappointment as Lecturer in Mathematics, U.P. College Manila, effective August 3, 1976 until May 31, 1977.

Benjamin L. Buensuceso, reappointment as Clinical Assistant Professor of Medicine (part-time), College of Medicine, and Attending Physician, Philippine General Hospital, without compensation, effective August 1, 1976 until May 31, 1977.

Carmen F. Bunagen as Instructor II in English, High School Department, U.P. College Cebu, effective June 1, 1976 until May 31, 1977.

Victorina L. Caballero, increase in salary from Instructor I to Instructor II in Social Studies, University High School, College of Education, effective April 1, 1976 until May 31, 1976.

Israel B. Cabanilla as Associate Curator, U.P. Anthropology Museum, College of Arts and Sciences, effective August 1, 1976 until April 30, 1977.

Bienvenido V. Cabral as Clinical Assistant Professor (part-time), College of Medicine, and Attending Ophthalmologist, Philippine General Hospital, effective June 1, 1976 until May 31, 1977.

Emilio B. Cadayona, renewal of appointment with promotion in rank from Instructor to Assistant Professor of Orthopedics (part-time), College of Medicine, and Medical Consultant, Philippine General Hospital, effective June 1, 1976 until May 31, 1977.

Arsenio S. Camacho as Program Coordinator, Graduate Program, College of Fisheries, effective June 1, 1976 until April 30, 1979.

Francisco B. Camacho as Lecturer in Spanish, U.P. College Baguio, effective June 1, 1976 until May 31, 1977.

Josefina A. Camañag, increase in salary as Training Specialist I, Local Government Center, College of Public Administration, effective August 1, 1976.

Dante B. Cantiller, increase in salary from Instructor III to Instructor IV, Training Center for Applied Geodesy and Photogrammetry, College of Engineering, effective July 1, 1976 until May 31, 1977.

Virginia S. Cariño, renewal of additional assignment as Project Leader in a Research Project titled "Studies on Toxoplasma and Toxoplasmosis in the

Philippines," Natural Science Research Center, effective July 1, 1976 until December 31, 1976.

Deogracias E. Castañeda III as Lecturer in Architecture, College of Architecture, effective June 1, 1976 until May 31, 1977.

Leticia L. Castillo as Program Development Associate, Program Development Staff, Office of the President, effective August 1, 1976 until May 31, 1977.

Glenda Castro as Lecturer in Education, College of Education, effective June 14, 1976 until May 31, 1977.

Valentino C. Catingub, increase in salary from Instructor II to Instructor IV in Physical Education, High School Department, U.P. College Cebu, effective June 1, 1976 until May 31, 1977.

Eduardo M. Celo as Resident Veterinarian, College of Veterinary Medicine, effective June 1, 1976 until May 31, 1977.

Myrna R. Co, reclassification of position with promotion in rank and salary from Senior Research Assistant to Research Associate, Institute for Small-Scale Industries, effective August 2, 1976.

Adoracion B. Concepcion as Instructor I in Pharmacy, College of Pharmacy, effective July 1, 1976 until the return of Rosita L. Leonido from a sick leave, but not later than October 15, 1976.

Cecilia P. Corral as Acting Head, Department of Physical Education, U.P. College Iloilo, effective June 15, 1976 until the return of Benjamin L. Ravena from a fellowship, but not later than April 30, 1977.

Valeriano L. Corre, Jr. as Senior Research Assistant, Brackishwater Aquaculture Center, Leganes, Iloilo, College of Fisheries, effective June 1, 1976 until May 31, 1977.

Francisco M. Cortez, renewal of appointment with reclassification of position from Instructor I to Lecturer in Veterinary Medicine, College of Veterinary Medicine, effective June 1, 1976 until May 31, 1977.

William G. Cowper, increase in salary from Instructor II to Instructor III in Metallurgy, College of Engineering, effective July 1, 1976 until May 31, 1977.

Jaime Y. Cruz, increase in salary from Instructor III to Instructor IV, Training Center for Applied Geodesy and Photogrammetry, College of Engineering, effective July 1, 1976 until May 31, 1977.

Cynthia Cuevas as Program Development Associate, Program Development Staff, Office of the President, effective August 1, 1976 until October 31, 1976.

Julieta L. Cunanan as Instructor I in English, College of Arts and Sciences, effective June 14, 1976 until the return of Cesar Hidalgo, but not later than May 31, 1977.

Concepcion D. Dadufalza as Program Development Associate, Program Development Staff, Office of the President, effective August 1, 1976 until May 31, 1977.

Loreto I. Danao as CAT I Commandant, University High School, College of Education, effective July 17, 1976 until March 31, 1977.

Rolando Danao, reappointment to additional assignment as Program Development Associate, Program Development Staff, Office of the President, effective June 1, 1976 until September 30, 1976.

Fredegusto G. David, reappointment to additional assignment as Program Development Associate, Program Development Staff, Office of the President, effective August 1, 1976 until October 31, 1976; as Chairman, Department of Psychology, College of Arts and Sciences, effective September 6, 1976 until April 30, 1979.

Karina C. David as Researcher, Institute of Social Work and Community Development, effective July 5, 1976 until October 4, 1976.

Aida T. Davila, reappointment as Senior Lecturer in Radiopharmaceutics, College of Pharmacy, effective June 14, 1976 until October 15, 1976.

Lucina A. Dayaon, reappointment as Secondary School Teacher, Leyte Research and Development High School Project, U.P. College Tacloban, effective June 1, 1976 until May 31, 1977.

Braulio A. de Castro, Jr., renewal of supplementary appointment as Lecturer/Preceptor, Anesthesiology Center Western Pacific, College of Medicine, effective July 1, 1976 until June 30, 1977.

Gloria M. de Guzman, reclassification of position with increase in salary from Researcher II to Executive Development Officer I, Philippine Executive Academy, effective July 1, 1976.

Rodolfo A. de Guzman, reappointment to additional assignment as Program Development Associate, Program Development Staff, Office of the President, effective August 1, 1976 until October 31, 1976.

Ester de la Cruz as Chairman, Department of Sociology, College of Arts and Sciences, effective September 3, 1976 until April 30, 1979.

Felipe M. de Leon, Jr. as Writer/Editor of *Musika*, College of Music, effective February 1, 1976 until July 31, 1976; as Chairman, Department of Humanities, College of Arts and Sciences, effective September 1, 1976 until April 30, 1979.

Rodolfo de Leon, increase in salary from Instructor III to Instructor V in Winds and Percussion, College of Music, effective June 1, 1976 until May 31, 1977.

Diana M. Delfin, increase in salary from Instructor II to Instructor III in Biology, U.P. College Cebu, effective July 1, 1976 until May 31, 1977.

Mario J. de los Reyes as Senior Lecturer in Broadcast Communication, Institute of Mass Communication, effective June 14, 1976 until October 15, 1976.

Patrocinio M. de los Reyes as Acting Deputy Project Director, Leyte Research and Development High School Project, U.P. College Tacloban, effective July 2, 1976 until July 31, 1976; renewal of additional assignment and reclassification of position from Acting Deputy Project Director to Deputy Project Director, Leyte Research and Development High School Project, U.P. College Tacloban, effective August 1, 1976 until May 31, 1977.

Mercedita J. del Valle as Assistant Professor III of Food Science, College of Home Economics, effective June 1, 1976 until May 31, 1977.

Maria Lourdes C. de Ocampo, reappointment as Instructor IV in Statistics, Institute of Mass Communication, effective June 15, 1976 until May 31, 1977.

Pacifico de Ocampo, Jr., reclassification of position from Senior Lecturer, without compensation, to Clinical Assistant Professor of Ophthalmology (part-time), College of Medicine, and Attending Ophthalmologist (part-time), Philippine General Hospital, effective June 1, 1976 until May 31, 1977.

Patricia A. de Peralta, reclassification of position from Lecturer to Instructor II in Psychology, U.P. Exten-

sion Division Clark Air Base, effective July 1, 1976 until May 31, 1977.

Francisco G. Dizon as Assistant Professor of Medicine (part-time), College of Medicine, and Attending Physician, Philippine General Hospital, without compensation, effective August 1, 1976 until May 31, 1977.

Eugenia B. Domingo, transfer from part-time status to Instructor II in Family Life and Child Development, College of Home Economics, effective September 1, 1976 until May 31, 1977.

Zenaida B. Domingo as Instructor I in Physics, College of Arts and Sciences, effective June 14, 1976 until the return of Melecio S. Magno from detail at the NSDB, but not later than May 31, 1977.

Agnes B. Ducao, renewal of appointment with reclassification of position from Lecturer to Instructor I in Mathematics, U.P. College Cebu, effective June 1, 1976 until May 31, 1977.

Ma. Isabel O. Enriquez as Instructor I in Zoology, U.P. College Baguio, effective June 1, 1976 until May 31, 1977.

Miguel T. Escoto, Jr. as Electrical Design Engineer, Infrastructure Development Program, Office of the President, effective July 1, 1976 until September 30, 1976.

Emmanuel S. Escueta, increase in salary from Instructor I to Instructor II in Industrial Engineering, College of Engineering, effective July 1, 1976 until May 31, 1977.

Jocelyn S. Esguerra, increase in salary from Instructor III to Instructor IV in Physics, U.P. College Manila, effective June 1, 1976 until May 31, 1977.

Virgilio C. Esguerra, renewal of additional assignment as Chairman, Department of Veterinary Physiology and Pharmacology, College of Veterinary Medicine, effective August 1, 1976 until April 30, 1979.

Corazon Estrella, increase in salary from Assistant Professor II to Assistant Professor III of Accounting, College of Business Administration, effective April 1, 1976.

Winifreda A. Evangelista as Program Development Associate, Program Development Staff, Office of the President, effective August 1, 1976 until May 31, 1977.

Ricardo E. Fernando, renewal of appointment with reclassification of position from Clinical Preceptor, without compensation, to Clinical Assistant Professor of Medicine (part-time), College of Medicine, and Attending Physician, Philippine General Hospital, without compensation, effective June 1, 1976 until May 31, 1977.

Teodorico F. Festin, renewal of additional assignment as Director, Industrial Research Center, College of Engineering, effective July 16, 1976 until April 30, 1979.

Ligaya P. Fernandez, reappointment as Research Consultant, National Drug Education Project Integrated with Health Education, College of Education, effective July 15, 1976 until June 30, 1977.

Lourdes C. Fidelino as Lecturer in Business Administration, U.P. College Cebu, effective June 14, 1976 until May 31, 1977.

Methelyn V. Filler, transfer from part-time status to Instructor I in Clothing, Textiles and Related Arts, College of Home Economics, effective August 16, 1976 until May 31, 1977.

Arturo S. Flores as Instructor in Surgery (part-time), College of Medicine, and Attending Surgeon (part-time), Philippine General Hospital, without compensation, effective July 1, 1976 until June 30, 1977.

Lydia H. Flores as Program Development Associate, Program Development Staff, Office of the President, effective August 1, 1976 until May 31, 1977.

Charlotte A. Floro, reversion from full-time to part-time status as Assistant Professor III of Occupational Therapy, School of Allied Medical Professions, College of Medicine, effective July 19, 1976.

Jose V. Francisco as Consultant in Oral Surgery, Philippine General Hospital, effective July 1, 1976 until June 30, 1977.

Myrna G. Gaddi, reappointment as Lecturer in Clothing Technology, College of Home Economics, effective August 16, 1976 until October 31, 1976.

Ruby V. Gamboa, increase in salary from Instructor II to Instructor IV in Filipino, U.P. College Manila, effective June 1, 1976 until May 31, 1977.

Remedios C. Galsim, renewal of appointment with reclassification of position from Lecturer to Instructor III in Mathematics, College of Arts and Sciences, effective June 1, 1976 until the return of Wilfredo Valenzuela from a leave of absence, but not later than May 31, 1977.

Ruben A. Garcia, renewal of additional assignment as Chairman, Department of Mechanical Engineering, College of Engineering, effective September 1, 1976 until April 30, 1979.

Pacita C. Gavino, renewal of additional assignment with reclassification of position from Officer-in-Charge to Chairman, Division of Humanities, U.P. College Manila, effective July 1, 1976 until April 30, 1979.

Mariano S. Geronimo, renewal of appointment as Assistant Director, Anesthesiology Center Western Pacific, College of Medicine, effective July 1, 1976 until December 7, 1976; renewal of additional assignment as Assistant Professor (part-time), Anesthesiology Center Western Pacific, College of Medicine, effective July 1, 1976 until December 7, 1976; renewal of supplementary appointment as Lecturer/Preceptor, Anesthesiology Center Western Pacific, College of Medicine, effective July 1, 1976 until December 7, 1976.

Amado S. Gonzales as Extension Veterinarian, College of Veterinary Medicine, effective June 1, 1976 until May 31, 1977; transfer to another Department as Instructor III in Veterinary Microbiology, Pathology and Public Health, College of Veterinary Medicine, effective August 1, 1976 until May 31, 1977.

Danilo Gozo as Program Development Associate, Program Development Staff, Office of the President, effective August 2, 1976 until August 31, 1976.

Mariano J. Guillermo, promotion in rank and salary from Training Specialist II to Training Specialist III, Local Government Center, College of Public Administration, effective August 1, 1976.

Reynaldo V. Guioguio, increase in salary from Instructor I to Instructor II in Journalism, Institute of Mass Communication, effective December 1, 1975 until the return of Fil-Ame C. Mitchell, but not later than May 31, 1976.

Eric O. Henares as Electrical Design Engineer, Infrastructure Development Staff, Office of the President, effective July 1, 1976 until September 30, 1976.

Dolores F. Hernandez as Program Development Associate, Program Development Staff, Office of the President, effective August 1, 1976 until October 31, 1976.

Raul R. Ingles, reappointment to additional assignment as Officer-in-Charge, Institute of Mass Communication, effective August 4, 1976 until the return of Gloria D. Feliciano from a special detail abroad, but not later than August 20, 1976.

Alfredo T. Javellana, increase in salary as Lecturer in Business Administration, U.P. College Iloilo, effective July 1, 1976 until May 31, 1977.

Antonio S. Jon, increase in salary as Lecturer in Accounting, U.P. College Iloilo, effective July 1, 1976 until May 31, 1977.

Edilberto M. Jose, reappointment to supplementary appointment as Assistant Professor (part-time), College of Medicine, and Attending Otorhinolaryngologist, Philippine General Hospital, without compensation, effective June 1, 1976 until May 31, 1977.

Ma. Lourdes S. Joves, increase in salary as Research Associate, College of Public Administration, effective June 1, 1976.

Eliseo Rodrigo L. Kintanar, reappointment as Senior Lecturer in Geology, College of Arts and Sciences, effective June 1, 1976 until October 31, 1976.

Quintin L. Kintanar, renewal of supplementary appointment as Lecturer/Preceptor, Anesthesiolgy Center Western Pacific, College of Medicine, effective July 1, 1976 until June 30, 1977.

Eduardo A. Labitag as Acting Director, Law Evening Department, College of Law, effective July 1, 1976 until April 30, 1977.

Lauro O. Lasquite, renewal of appointment with increase in salary as Lecturer in Latin and Spanish, U.P. College Baguio, effective June 1, 1976 until May 31, 1977.

Emeteria P. Lee as Program Development Associate, Program Development Staff, Office of the President, effective August 1, 1976 until May 31, 1977.

Herminia P. Lopez, renewal of appointment with increase in salary from Instructor I (full-time) to Instructor IV in Pediatrics (part-time), College of Medicine, and Attending Orthopedic Surgeon, Philippine General Hospital, effective June 1, 1976 until May 31, 1977.

Violeta B. Lopez, promotion in rank and salary from Instructor III to Assistant Professor I of Asian Studies, U.P. Extension Division Clark Air Base, effective July 1, 1976 until May 31, 1977.

Apolinar S. Lorica as Project Leader in a Research Project titled "DC & AC Plarography Study of Cadmium (II) in Chloride Media," Natural Science Research Center, effective July 1, 1976 until October 31, 1976.

Rosenda G. Lorica, renewal of additional assignment as Project Leader in a Research Project titled "Addition Reactions on Unsaturated Sugars," Natural Science Research Center, effective July 1, 1976 until June 30, 1977.

Iris C. Lua, increase in salary from Instructor I to Instructor II in Filipino, High School Department, U.P. College Cebu, effective June 1, 1976 until May 31, 1977.

Albino C. Lumen, reappointment to additional assignment as Officer-in-Charge, U.P. College Tacloban, effective July 31, 1976 until the return of Benjamin M. Catane from abroad, but not later than August 30, 1976.

Julie M. Macaranas as Research Associate, Marine Sciences Center, effective July 16, 1976 until December 31, 1976.

Avelino A. Macasaet as Chairman, Department of Clinical Health Sciences, College of Dentistry, effective August 1, 1976 until April 30, 1976.

Ruth V. Macogue as Instructor I in Communication Arts, University High School, College of Education, effective June 1, 1976 until October 31, 1976.

Artemio P. Magabo as Electrical Design Engineer, College of Engineering, effective July 1, 1976 until September 30, 1976; increase in salary from Instructor III to Instructor IV in Electrical Engineering, College of Engineering, effective July 1, 1976 until May 31, 1977.

Regina A. Makalintal as Instructor in Medicine (part-time), College of Medicine, and Attending Physician (part-time), Philippine General Hospital, without compensation, effective August 1, 1976 until May 31, 1977.

Priscila S. Manalang, renewal of additional assignment as Member, President's Committee on Fellowships, effective July 1, 1976 until June 30, 1977.

Josephine G. Mangubat, increase in salary from Assistant Professor III to Assistant Professor IV of Education, U.P. College Cebu, effective June 1, 1976.

Ulpiano T. Manlangit, renewal of additional assignment as Assistant Professor (part-time), College of Medicine, and Chief, Physical Plant Division, Philippine General Hospital, effective June 1, 1976 until May 31, 1977.

Antonio A. Manuel as Instructor I in Vocational Arts, University High School, College of Education, effective July 16, 1976 until the return of Carlos Asuncion from a study leave, but not later than May 31, 1977.

Virginia B. Marks, renewal of appointment with promotion in rank and salary from Lecturer to Senior Lecturer in Education, U.P. Extension Division Clark Air Base, effective January 22, 1976 until April 30, 1976.

Eleuteria S. Marquez as Chairman, Department of Community Dentistry, College of Dentistry, effective August 1, 1976 until April 30, 1979.

Clarissa L. Marte, transfer from the College of Arts and Sciences as Assistant Professor II of Zoology, U.P. College Iloilo, effective June 1, 1976 until May 31, 1977.

Zielfa B. Maslin, renewal of additional assignment as Chairman, Department of Occupational Therapy, School of Allied Medical Professions, College of Medicine, effective July 1, 1976 until April 30, 1979.

Amador Mendoza as Associate Computer Programmer, UPPI-SELFERT Project, Population Institute, effective June 1, 1976 until June 30, 1976.

Rene E. Mendoza, renewal of appointment as Consultant, Philippine General Hospital, effective July 1, 1976 until December 31, 1976.

Roberto M. Mendoza, reappointment as Instructor IV in Psychology, U.P. College Tacloban, effective May 16, 1976 until May 15, 1977.

Maria C. Miralles as Lecturer in Spanish, U.P. College Tacloban, effective June 1, 1976 until May 31, 1977.

Helen A. Molina as Faculty-in-Charge, Animal Disease Diagnostic Laboratory (ADDL), College of Veterinary Medicine, effective June 1, 1976 until May 31, 1977.

Antonio M. Montalban, renewal of appointment with promotion in rank and salary from Instructor to Assistant Professor in Orthopedics (part-time), College of Medicine, and Medical Consultant, Philippine General Hospital, without compensation, effective June 1, 1976 until May 31, 1977.

Alfredo B. Montaño, increase in salary from Instructor I to Instructor II in Social Studies, High School Department, U.P. College Cebu, effective June 1, 1976 until May 31, 1977.

Concepcion L. Monte as Instructor I in Pathology, College of Medicine, effective July 1, 1976 until the return of Benjamin D. Canlas from a WHO fellowship, but not later than May 31, 1977.

Maximino M. Montenegro as Extension Veterinarian, College of Veterinary Medicine, effective June 1, 1976 until May 31, 1977.

Natividad J. Munarriz, reappointment to additional assignment as Program Development Associate, Program Development Staff, Office of the President, effective August 1, 1976 until October 31, 1976.

Elias M. Nadal as Instructor IV in Surgery (part-time), College of Medicine, and Attending Surgeon, Philippine General Hospital, without compensation, effective July 1, 1976 until June 30, 1977.

Francisco Nemenzo, Jr., reappointment to additional assignment as Program Development Associate, Program Development Staff, Office of the President, effective August 1, 1976 until October 31, 1976.

Anthony R. Nicanor, reappointment as Senior Lecturer in Physical Education, Institute of Sports, Physical Education and Recreation, effective June 14, 1976 until October 31, 1976.

Elizabeth Y. Arcellana Nuqui as Assistant Professor I of Pathology, College of Medicine, effective August 2, 1976 until the return of Jose Manaligod from a leave of absence, but not later than May 31, 1977.

Beulah D. Nuval, reappointment to additional assignment as Lecturer in Education, College of Education, effective June 14, 1976 until October 31, 1976.

Georgina K. Ochoa, transfer to non-substitute status as Instructor IV in Statistics, Statistical Center, effective October 17, 1976 until May 31, 1977.

Luz R. Oyales, increase in salary as Training Specialist II, Local Government Center, College of Public Administration, effective August 1, 1976.

Fidel C. Paderes, Jr., increase in salary from Instructor III to Instructor IV, Training Center for Applied Geodesy and Photogrammetry, College of Engineering, effective July 1, 1976 until May 31, 1977.

Perfecto L. Padilla, reclassification of position from Training Specialist III to Assistant Professor V of Public Administration, College of Public Administration, effective June 14, 1976 until May 31, 1977.

Lourdes T. Palanca as Officer-in-Charge, International Students Program, Office of Student Affairs, effective August 16, 1976 until the return of Beulah D. Nuval from a sick leave, but not later than September 24, 1976.

Salvador D. Pamplona, reappointment as Senior Lecturer in Zoology, U.P. Extension Division Clark Air Base, effective August 1, 1976 until May 31, 1977.

Leonora Panlasigue as Program Development Associate, Program Development Staff, Office of the President, effective September 1, 1976 until November 30, 1976.

Irma L. Parajas, renewal of additional assignment as Assistant to the Director for Rural Training and Research, Comprehensive Community Health Program, effective July 1, 1976 until June 30, 1977.

Cristina P. Parel, renewal of additional assignment as Program Consultant Administrator, U.P.-NMYC-NCSO Statistical Manpower Training Program, Statistical Center, effective August 1, 1976 until July 31, 1977.

Luis D. Pascual, renewal of additional assignment as Chairman, Department of Industrial Engineering, College of Engineering, effective August 27, 1976 until April 30, 1979.

Gregorio B. Patacsil, Jr. as Clinical Assistant Professor of Medicine (part-time), College of Medicine, and Attending Physician, Philippine General Hospital, without compensation, effective August 1, 1976 until May 31, 1977.

Denis B. Perez, increase in salary from Instructor IV to Instructor V in Education, U.P. College Cebu, effective June 1, 1976 until May 31, 1977.

Ernesto del Mar Pernia, renewal of appointment with automatic promotion in rank and salary from Instructor IV to Assistant Professor III of Economics, School of Economics, effective June 1, 1976 until May 31, 1977.

Nestor N. Pilar, reappointment as Officer-in-Charge, College of Public Administration, effective August 10, 1976 until the return of Raul P. de Guzman from a special detail abroad, but not later than August 25, 1976.

Linda S. Posadas, reappointment as Instructor I in Physics, College of Arts and Sciences, effective June 28, 1976 until the return of Melecio S. Magno from a special detail at NSDB, but not later than May 31, 1977.

Rosella Jean M. Puno, reappointment as Lecturer in English, U.P. College Manila, effective August 4, 1976 until May 31, 1977.

Bella L. Queaño as Officer-in-Charge, High School Department, U.P. College Baguio, effective June 7, 1976 until May 31, 1977.

Minda Luz M. Quesada, renewal of additional assignment as Consultant (part-time), Philippine General Hospital, effective July 1, 1976 until June 30, 1977.

Anacleto O. Quibuyen, reappointment as Instructor II in Chemistry, College of Arts and Sciences, effective August 1, 1976 until the return of Rosalia Mercado from a leave of absence, but not later than May 31, 1977.

Zenaida E. Quiray, renewal of additional assignment as Project Supervisor, UPPI-POPCOM Project, Population Institute, effective July 1, 1976 until March 31, 1977.

Aurelio B. Ramos, Jr. as Chairman, Department of Basic Sciences, College of Dentistry, effective August 1, 1976 until April 30, 1979.

Gertrudes A. Ranjo as Training Associate, Institute of Social Work and Community Development, effective July 16, 1976 until June 30, 1977.

Georgina A. Reyes as Secretary (part-time), Committee on Regional Matters, Office of the President, effective May 1, 1976 until September 30, 1976.

Edmund Z. Rimando as Researcher in a Project on "The Quality of Justice Administered by the Criminal Justice System of a Provincial Town (San Fernando, La Union)," Law Center, effective July 1, 1976 until December 31, 1976.

Reynaldo P. Rimando as Instructor I in Mathematics and Physics, U.P. College Baguio, effective June 1, 1976 until the return of Hortencia Garcia, but not later than May 31, 1977.

Antonio A. Rivera as Clinical Assistant Professor of Orthopedics (part-time), College of Medicine, and Attending Orthopedic Surgeon, Philippine General Hospital, without compensation, effective August 1, 1976 until May 31, 1977.

Leonor F. Rivera, renewal of supplementary appointment as Lecturer/Preceptor, Anesthesiology Center Western Pacific, College of Medicine, effective July 1, 1976 until June 30, 1977.

Juan F. Rivera as Contributing Editor, Philippine Jurisprudence Project, Law Center, effective August 1, 1976 until December 31, 1976.

Vicente V. Romano, Jr., transfer from without compensation status to Instructor I in Radiology (part-time), College of Medicine, and Attending Radiologist (part-time), Philippine General Hospital, effective June 1, 1976 until May 31, 1977.

Ildefonso Sadsad, renewal of appointment with grant of allowance as Instructor IV in Community Development, U.P. College Tacloban, effective July 1, 1976 until May 31, 1977.

Sofronio P. San Juan as Chairman, Department of Hospital Dentistry, Philippine General Hospital, effective July 1, 1976 until June 30, 1977.

Angelito L. Santos as Instructor I in English, College of Arts and Sciences, effective June 15, 1976 until the return of Lilia O. Allas from a leave of absence, but not later than May 31, 1977.

Lourdes O. Santos as Lecturer in Spanish, College of Arts and Sciences, effective July 7, 1976 until October 15, 1976.

Ramon P. Santos as *ad interim* Acting Director, Philippine Music Documentation Center, College of Music, effective August 1, 1976 until July 31, 1977.

Ruben F. Santos, reappointment as Special Lecturer, Asian Labor Education Center, effective September 1, 1976 until December 31, 1976.

Marina A. Segura, reclassification of position from Instructor IV to Senior Lecturer in Economics, School of Economics, effective June 1, 1976 until May 31, 1977.

Manuel V. Silao, renewal of supplementary appointment as Lecturer/Preceptor, Anesthesiology Center Western Pacific, College of Medicine, effective July 1, 1976 until June 30, 1977.

Ceferino S. Sinsioco, renewal of additional assignment as Training Specialist, U.P.-NMYC-NCSO Statistical Manpower Training Program, Statistical Center, effective July 16, 1976 until July 15, 1977.

Celerina M. Siongco, renewal of appointment with reclassification of position from Associate Professor V to Research Consultant, College of Education, effective July 1, 1976 until June 30, 1977.

Edgar B. Solilapsi, reclassification of position from Lecturer to Instructor I in Mathematics, College of Arts and Sciences, effective July 1, 1976 until the return of Honorata Siasat from a leave of absence, but not later than May 31, 1977.

Ernesto P. Sonido as Chairman, Department of Geology and Geography, College of Arts and Sciences, effective September 1, 1976 until April 30, 1979.

Gaudioso C. Sosmeña, reappointment as Consultant, Local Government Center, College of Public Administration, effective July 1, 1976 until June 30, 1977.

Pedro G. Subido, increase in salary from Assistant Professor II to Assistant Professor IV of Physical Education, Institute of Sports, Physical Education and Recreation, effective June 1, 1976.

Lilia E. Tabaldo, reclassification of position with promotion in rank and salary from Librarian III to Assistant Professor I of Management, U.P. College Iloilo, effective July 16, 1976 until May 31, 1977.

Reynaldo A. Tabbada as Chairman, Department of Botany, College of Arts and Sciences, effective September 1, 1976 until April 30, 1979.

Domingo Tablan as Instructor in Surgery (part-time), College of Medicine, and Attending Surgeon, Philippine General Hospital, without compensation, effective July 1, 1976 until June 30, 1977.

Beulah P. Taguiwalo as Instructor I in Mathematics, College of Arts and Sciences, effective July 1, 1976 until May 31, 1977.

Severino L. Tanbonliong as Instructor in Orthopedics, College of Medicine, effective June 1, 1976 until December 31, 1976.

Pedro Templo, Jr., increase in salary from Instructor I to Instructor II in Engineering Sciences, College of Engineering, effective July 1, 1976 until May 31, 1977.

Adulfo J. Tiopes, renewal of additional assignment as Lecturer in Community Development, U.P. College Tacloban, effective June 1, 1976 until May 31, 1977.

Leticia H. Tison, renewal of additional assignment as Chairman, Department of Speech and Drama, College of Arts and Sciences, effective September 1, 1976 until April 30, 1979.

Caridad H. Tobia, promotion in rank and salary from Research Associate to Researcher I, College of Public Administration, effective July 1, 1976.

Jaime G. Tomas, Jr., renewal of appointment and transfer from without compensation status to Assistant Professor I of Radiology (part-time), College of Medicine, and Attending Radiologist (part-time), Philippine General Hospital, effective July 1, 1976 until May 31, 1977.

Rosalio P. Torres, promotion in rank and salary from Instructor IV to Assistant Professor I of Medicine (part-time), College of Medicine, and Attending Physician (part-time), Philippine General Hospital, effective September 1, 1976 until May 31, 1977.

Lilia A. Ulan as Instructor I in Zoology, College of Arts and Sciences, effective June 7, 1976 until the return of Generoso Torres from a leave of absence, but not later than October 31, 1976.

Ruben C. Umaly as Program Development Associate, Program Development Staff, Office of the President, effective August 1, 1976 until October 31, 1976.

Ruth S. Umayam as Instructor I in English, College of Arts and Sciences, effective June 14, 1976 until

the return of Sylvia M. Ventura from a leave of absence, but not later than May 31, 1977.

Flordeliz R. Uyenco as Curator, Culture Collection, Natural Science Research Center, effective April 1, 1976 until June 30, 1976; renewal of additional assignment as Curator, Culture Collection, Natural Science Research Center, effective July 1, 1976 until December 31, 1976.

Leo Jose R. Uyenco as Extension Veterinarian, College of Veterinary Medicine, effective June 1, 1976 until May 31, 1977.

Matilde M. Valdes, renewal of additional assignment as Chairman, Department of Special Education, College of Education, effective July 2, 1976 until April 30, 1979.

Blanca P. Valencia as Instructor I in Mathematics, University High School, College of Education, effective June 7, 1976 until October 31, 1976.

Mario Valenton, reclassification of position from Senior Lecturer, without compensation, to Clinical Assistant Professor of Ophthalmology (part-time), College of Medicine, and Attending Ophthalmologist (part-time), Philippine General Hospital, effective June 1, 1976 until May 31, 1977.

Roberto U. Velasco, renewal of appointment as Instructor IV in Orthopedics (part-time), College of Medicine, and Attending Orthopedic Surgeon, Philippine General Hospital, without compensation, effective June 1, 1976 until May 31, 1977.

Ma. Corazon J. Veneracion as Project Director, Training Program for Indigenous Farmer Leaders and Study Groups, Institute of Social Work and Community Development, effective July 1, 1976 until June 30, 1977.

Eliadora Fe B. Vera as Resident Veterinarian, Veterinary Hospital, College of Veterinary Medicine, effective June 1, 1976 until May 31, 1977.

Zosima T. Vicencio as Chairman, Department of Inland Fisheries, College of Fisheries, effective August 1, 1976 until April 30, 1979.

Ma. Leila C. Vicente, reappointment as Lecturer in Broadcast Communication, Institute of Mass Communication, effective June 14, 1976 until October 15, 1976.

Bernadette F. Villacorta as Instructor III in Biology, U.P. College Baguio, effective June 1, 1976 until the return of Angela A. Blair from a leave, but not later than May 31, 1977.

Socorro L. Villalobos, renewal of additional assignment as Head, Department of Mathematics, Integrated UHS-UES, College of Education, effective June 1, 1976 until May 31, 1977.

Gerardo P. Villaroman as Senior Lecturer in Business Administration, College of Business Administration, effective August 16, 1976 until May 31, 1977.

Raymundo R. Villones as Senior Lecturer in Public Administration, U.P. College Cebu, effective June 1, 1976 until May 31, 1977.

Mariebelle M. Wico, reappointment to additional assignment as Acting Special Collecting Officer, Division of Counseling and Guidance, Office of the Vice-President for Academic Affairs, effective July 1, 1976 until June 30, 1977.

Corazon L. Yago as Secondary School Teacher, Leyte Research and Development High School Project, U.P. College Tacloban, effective June 1, 1976 until May 31, 1977.

Danilo Yanga as Program Development Associate, Program Development Staff, Office of the President, effective July 16, 1976 until September 30, 1976.

Visitacion A. Yap, increase in salary from Instructor II to Instructor III in Social Orientation, U.P. College Cebu, effective June 1, 1976 until May 31, 1977.

Demetria C. Ylaya, reclassification of position with increase in salary from Administrative Officer to Assistant Professor IV in Public Administration, U.P. College Cebu, effective June 1, 1976 until May 31, 1977.

Ma. Oliva Zipagan as Lecturer in Public Administration, U.P. College Iloilo, effective June 14, 1976 until May 31, 1977.

Nicolas S. Zubiri as Clinical Assistant Professor of Medicine (part-time), College of Medicine, and Attending Physician, Philippine General Hospital, without compensation, effective August 1, 1976 until May 31, 1977.

ERRATUM

In the preceding issue of the *U.P. Gazette,* Volume VII, Number 7, 31 July 1976, rectification is hereby made on page 153 under "transfer to Permanent Status:" "Ma. Lourdes G. Tayag" should correctly read *Ma. Lourdes G. Genato.*

SEPARATIONS FROM THE SERVICE

Resignations

Arturo Lazaro as Emergency Mechanic, Physical Plant Office, effective August 1, 1976.

Rodante Liwag as Emergency Laborer, Physical Plant Office, effective August 20, 1976.

Mercedes Lopez as Clerk, U.P. College Cebu, effective August 15, 1976.

Araceli Maglaya as Instructor in Community Nursing, Comprehensive Community Health Program, effective August 1, 1976.

Julita Nieve as Clerk-Typist, College of Medicine, effective August 16, 1976.

Alicia Pineda as Pilot Plant Officer, College of Home Economics, effective August 7, 1976.

Retirements

Oscar Baguio as Professor VIII, College of Engineering, effective August 2, 1976.

Ramon Salazar as Precision Technician, College of Engineering, effective August 31, 1976.

PLS. RETURN TO OSU RECORDS

PLS. RETURN TO OGS

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UNIVERSITY OF THE PHILIPPINES

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ADMINISTRATIVE ISSUANCES

ADMINISTRATIVE ORDER

Administrative Order No. 47: Designation as Officer-in-Charge of Accounting Division

Upon the recommendation of the Vice-President for Administration, Miss Nora V. Cabreza is designated Officer-in-Charge of the Accounting Division, without additional compensation, effective today until a permanent Chief Accountant is appointed.

8 September 1976

DECISIONS OF THE BOARD OF REGENTS

876th Meeting, 2 September 1976

APPOINTMENTS, REAPPOINTMENTS, RENEWALS OF APPOINTMENT, PROMOTIONS, INCREASES IN SALARY, ET AL.

The Board approved the following appointments, reappointments, renewals of appointment, promotions, increases in salary, and other related matters:

Jesusa H. Abad, extension of appointment as Associate Professor IV of Spanish, College of Arts and Sciences, without compensation, effective September 10, 1976 until October 31, 1976.

Gloria T. Aragon as holder of the U.P. Medicine '36 Professorial Chair, College of Medicine, effective September 1, 1976 for a period of one (1) year.

Armando C. Armas, reappointment as Professorial Lecturer in Economics, U.P. College Manila, effective June 14, 1976 until May 31, 1977.

Andrew L. Arrieta as University Legal Counsel, effective July 1, 1976 until June 30, 1976, subject to reversion to his permanent position as Researcher IV, Law Center, upon termination hereof.

Ruben G. Camuruñgan, renewal of appointment as PHILSUGIN Assistant Professor of Sugar Technology, College of Agriculture, University of the Philippines at Los Baños, effective July 1, 1976 until December 31, 1976.

Filomena M. Cantoria as Consultant to the Finance Committee of the Board of Regents, effective July 1, 1976 until June 30, 1977.

Manuel T. Cases as Professorial Lecturer in Social Sciences, U.P. College Manila, effective June 14, 1976 until May 31, 1977.

Leothiny S. Clavel, reappointment as Professorial Lecturer in Communication, Institute of Mass Communication, effective June 14, 1976 until October 15, 1976.

Angel V. Colet as University Legal Counsel, effective July 1, 1976 until June 30, 1977, subject to reversion to his permanent position as Researcher IV, Law Center, upon termination hereof.

Geronimo M. Collado as Assistant for Planning and Development, Office of the Chancellor, University of the Philippines at Los Baños, effective August 16, 1976.

Robert Bruce Collagan as Visiting Professor of Earth Sciences, Science Education Center, effective September 1, 1976 until February 28, 1977.

Tito E. Contado as Assistant for Extension, Office of the Chancellor, University of the Philippines at Los Baños, effective August 16, 1976.

Roberto E. Coronel as Professorial Lecturer in Horticulture, College of Agriculture, University of the Philippines at Los Baños, effective June 1, 1976 until May 31, 1977.

Irene R. Cortes, increase in honorarium as Albino Z. SyCip Professor of Law, College of Law, effective August 1, 1976.

Rolando M. de la Paz as Professorial Lecturer in Business Administration, College of Business Administration, effective June 14, 1976 until May 31, 1977.

Lauro O. Escobar, reclassification of position from Professor I (part-time) to Professorial Lecturer in Physiology, College of Medicine, effective August 16, 1976 until May 31, 1977.

Jose F. Espinosa as University General Counsel, effective June 15, 1976 until June 14, 1977, subject to reversion to his permanent position as Professor III of Law, College of Law, upon termination hereof.

Rhodelia L. Gabriel as Professorial Lecturer in Human Development, Institute of Human Ecology, University of the Philippines at Los Baños, effective June 14, 1976 until October 31, 1977.

Araceli Pons Garcia, increase in salary from Professor IV to Professor VI of Spanish, College of Arts and Sciences, effective August 1, 1976.

Corazon Paulino Gonzales as holder of the U.P. Medicine '36 Professorial Chair, College of Medicine, effective September 1, 1976 for a period of one (1) year.

Mariano J. Guillermo, reappointment as Professorial Lecturer in Public Administration, U.P. College Iloilo, effective June 1, 1976 until October 31, 1976.

Robert W. Herdt, promotion in rank from Visiting Assistant Professor to Visiting Associate Professor of Agricultural Economics, Institute of Agricultural Development and Administration, University of the Philippines at Los Baños, without compensation, effective July 1, 1976 until June 30, 1977.

Zonia S. Hidalgo as Professorial Lecturer in Broadcasting, Institute of Mass Communication, effective June 14, 1976 until October 15, 1976.

Josefina Bulatao Jayme as Clinical Associate Professor of Nutrition (part-time) College of Medicine, without compensation, effective August 1, 1976 until May 31, 1977.

Agnes L. Lantican as Professorial Lecturer in Human Development, Institute of Human Ecology, University of the Philippines at Los Baños, effective June 14, 1976 until October 31, 1976.

Ricardo M. Lantican, renewal of appointment as Professor of Agronomy (professorial chair), College of Agriculture, University of the Philippines at Los Baños, effective July 1, 1976 until June 30, 1977.

Francisco R. Lopez as Professorial Lecturer in Resource Technology, Institute of Human Ecology, University of the Philippines at Los Baños, effective June 14, 1976 until October 31, 1977.

Merlin M. Magallona, promotion in rank and salary from Law Researcher III to Law Researcher IV, Division of Research and Law Reform, Law Center, effective July 1, 1976.

Duane S. Mikkelsen as Visiting Professor of Soil Science and Agronomy, College of Agriculture, University of the Philippines at Los Baños, without compensation, effective August 1, 1976 until June 30, 1977.

Frans R. Moorman as Visiting Professor of Soil Science, College of Agriculture, University of the Philippines at Los Baños, without compensation, effective July 1, 1976 until December 31, 1976.

Ramon L. Nasol as Executive Director, Center for Policy and Development Studies, University of the Philippines at Los Baños, effective August 16, 1976 until April 30, 1979.

Quirino O. Navarro, reappointment as Professorial Lecturer in Chemistry, College of Arts and Sciences, effective June 14, 1976 until October 31, 1976.

Augusto G. Santos Ocampo, reappointment as Professorial Lecturer in Chemistry, College of Arts and Sciences, effective June 14, 1976 until October 31, 1976.

Saturnino Ocampo, Jr. as Professorial Lecturer, Graduate Program, U.P. College Baguio, effective July 1, 1976 until May 31, 1977.

Baldomero M. Olivera, reclassification of position from Research Professor IV of Biochemistry to Visiting Professor of Biochemistry, College of Medicine, without compensation, effective September 2, 1976.

Edgardo C. Quisumbing, extension of special detail in the Department of Agriculture, for another year, effective July 1, 1976, as an exception to the University's policy on details, to enable him to continue assuming his post as Deputy Executive Director of National Food and Agriculture Council (NFAC), where he has been on detail for the past two years.

Cherry-Lynn S. Ricafrente, reappointment as Professorial Lecturer in Industrial Relations, Asian Labor Education Center, effective June 14, 1976 until May 31, 1977.

Alberto G. Romualdez, Jr. as holder of the U.P. Medicine '36 Professorial Chair, effective September 1, 1976 for a period of one (1) year.

Fernando F. Sanchez as Director, National Crop Protection Center, University of the Philippines at Los Baños, effective July 1, 1976 until April 30, 1979.

Carmelo V. Sison as University Legal Counsel, effective July 1, 1976 until June 30, 1977, subject to reversion to his permanent position as Associate Professor III of Law, College of Law, upon termination hereof.

Francisco F. Tangco as holder of the U.P. Medicine '36 Professorial Chair, effective September 1, 1976 for a period of one (1) year.

Elmie P. Verzosa, promotion in rank from Assistant Professor VIII to Associate Professor III of Mathematics, College of Arts and Sciences, effective August 1, 1976.

Leandro A. Viloria, reappointment as Dean, Institute of Environmental Planning, effective September 2, 1976 until April 30, 1981.

The Board *confirmed* the following *ad interim* appointment:

Ramon P. Santos as Acting Director, Philippine Music Documentation Center, College of Music, effective August 1, 1976 until July 31, 1977.

TRANSFER TO PERMANENT STATUS

The Board approved the transfer of the following to permanent status:

Maximo W. Baradas as Assistant Professor II of Agricultural Engineering, Institute of Agricultural Engineering and Technology, University of the Philippines at Los Baños, effective August 1, 1976.

Fortunato T. de la Peña as Assistant Professor II of Industrial Engineering, College of Engineering, effective June 1, 1976.

Violeta B. Lopez as Assistant Professor I of Asian Studies, U.P. Extension Division Clark Air Base, effective July 1, 1976.

Robert N. Nartea as Assistant Professor II of Soil Science, College of Agriculture, University of the Philippines at Los Baños, effective July 1, 1976.

Realidad S. Rolda as Assistant Professor I of Anthropology, College of Arts and Sciences, effective August 1, 1976.

SCHOLARSHIPS, FELLOWSHIPS, GRANTS AND GIFTS

The Board accepted the scholarship offer of the *U.P. Chemical Society* for deserving chemistry students in the College of Arts and Sciences which entitles the recipients to free tuition, matriculation and other school fees, including book allowance, the total not to exceed ₱500.00 per semester and ₱200.00 per summer.

* * *

The Board approved the increase in the *Metro Drug Corporation Scholarship* benefit in the College of Medicine from ₱350.00 to *₱750.00 per semester.*

* * *

The Board approved the increase in the allowances or stipends under the *Insular Lumber Company (Phil.) Scholarship-Study Grant* and the *Sta. Clara Lumber Co., Inc. Scholarship Grant* as recommended by the donors, effective the first semester, 1976-1977, as follows:

A. *Insular Lumber Company (Phil.) Scholarship-Study Grant*—
   a. Increase in allowance for books, supplies and school equipment
      From: ₱200.00/academic year
      To : ₱300.00/academic year
   b. Increase in living allowance
      From: ₱180.00/month
      To : ₱300.00/month

B. *Sta Clara Lumber Co., Inc. Scholarship Grant*—
   a. Increase in stipend
      From: ₱200.00/month
      To : ₱300.00/month

The Board accepted the following scholarships in the U.P. College Iloilo:

a. The *Antonio Juarez Reyes Scholastic Excellence Award,* consisting of ₱500.00 to be given annually to the U.P. College Iloilo High School graduate obtaining the highest scholastic record during his four-year stay in the High School; and

b. The *Rogelio G. Laraya Scholastic Excellence Award,* consisting of ₱300.00 to be given annually to the U.P. College Iloilo High School Entrance Examination top-notcher.

* * *

The Board accepted a donation in the amount of ₱6,000.00 (BPI Check No. 22575 dated 28 July 1976) from the *Procter & Gamble Philippine Manufacturing Corporation* for two (2) scholarships in the College of Law. The donor requires that the award of the scholarships be made in favor of students with the most potential for service, who are needy but at the same time "display a high degree of talent, discipline and hard work" and whose "grades must be very good to excellent."

* * *

The Board accepted grants from the SGV Foundation, Inc. to establish the following:

a. *SGV Foundation, Inc. Undergraduate Scholarship in Agricultural Economics.* This provides fellowships for two (2) qualified junior or senior students in the Institute of Agricultural Development and Administration until completion of undergraduate work leading to B.S. in Agricultural Economics. Each fellow shall receive ₱3,000.00 to cover basic yearly expenditures beginning with the first semester, 1976-1977.

b. *SGV Foundation, Inc. Professorial Chair in Agribusiness.* The professorial chair shall be open to professors of the Institute of Agricultural Development and Administration to be selected by the UPLB and appointed initially for a period of twelve (12) months with an honorarium of ₱1,000.00 per month, subject to reappointment for another 12 months. The grant shall be effective with the first semester, 1976-1977.

* * *

The Board accepted the *UNICEF Study Grant in Teacher Training in Social Work* in the Institute of Social Work and Community Development.

There are two (2) types of grant available, i.e., (1) full study grant providing ₱10,000.00 for all education and maintenance expenses for the duration of the training, awarded only to students who are on their first semester's graduate work, and (2) partial study grant providing ₱4,000.00 to partially cover educational and maintenance costs during the period of training. These are intended primarily for applicants who are in their second year or last semester of graduate work. The screening committee, however, has the leeway to recommend a deserving first-year student for a partial grant.

* * *

The Board approved the additional proviso to the governing rules of the *U.P. Integrated Foreign Scholarships,* as follows:

Rule IV c. THE SCHOLARSHIP GRANT SHALL BE FOR ONE DEGREE COURSE ONLY.

COLLECTION OF FEES

The Board approved the increase in fees charged for services rendered by the Veterinary Hospital and the Animal Disease Diagnostic Laboratory in the College of Veterinary Medicine.

These increased rates are in proportion to the increased cost of materials used and are comparable to fees charged by private veterinary hospitals. Income realized from the services is used for operation and maintenance.

* * *

The Board approved the increase in the subscription rates for the *Philippine Journal of Veterinary Medicine,* a scientific publication in the College of Veterinary Medicine, effective 1 September 1976, as follows:

	*Rates**	
Kind of Subscription	*Present*	*Revised*
Local	₱20.00	₱40.00
Foreign	US $5.00	US $12.00

* Two issues per year, post-paid.

* * *

The Board authorized the Dairy Training and Research Institute to charge the following fees under the DTRI's bull dispersal plan, proceeds to be divided between the bull caretaker and the Institute:

(1) Breeding Fee Per Cow	
(a) First Service	₱20.00
(b) Repeat Service	10.00
(2) Sharing of Income from Breeding Fees	
(a) For the Caretaker (as incentive for custody of animal)	60%
(b) For the DTRI (for reimbursement of expenses for concentrates and other services)	40%

In this connection, in order to meet changing economic circumstances, the Chancellor was authorized to approve an increase or decrease of the aforementioned rates, provided the change in rate will not exceed 25% of the original amount.

CHANGE IN NAME TO U.P. INTEGRATED SCHOOL (K TO GRADE 10)

The Board approved the change in the name of the Integrated U.P. Elementary School and University High School to *U.P. Integrated School (K to Grade* 10).

"K to Grade 10" will eventually be dropped when the meaning of "integrated" is fully understood by the school's constituency/clientele.

TRUST LIABILITY ACCOUNT

The Board approved the classification of the following student fees under Trust Liability Account, effective 1 July 1976, to make them available for expenditures for the purpose for which they are collected:

Medical	Athletic
Library	Cultural

AMENDMENT OF RULES GOVERNING SHORT-TERM EMERGENCY CASH LOANS

The Board approved the amendment to Rule 3 of the rules governing the implementation of the Short-Term Emergency Cash Loans:

Rule 3: The maximum amount that a student can borrow at one time is *₱200.00* [₱100.00], payable within 60 days, with an interest rate of 1% per month. (Those in italics added; those in brackets deleted.)

GRANT OF RIGHT OF WAY IN FAVOR OF THE MANILA ELECTRIC CO. OVER SOME PORTIONS OF THE U.P. CAMPUS (CRUZ NA LIGAS)

The Board approved the grant of right of way made by the University in favor of the Manila Electric Co. over a portion of the University campus known as "Cruz na Ligas" and the approach from the U.P. Village, to enable the Company to extend electric service to Barrio Cruz na Ligas and other customers that may in the future need electric service in the vicinity.

877th Meeting, 30 September 1976

APPOINTMENTS, REAPPOINTMENTS, RENEWALS OF APPOINTMENT, PROMOTIONS, INCREASES IN SALARY, ET AL.

The Board approved the following appointments, reappointments, renewals of appointment, promotions, increases in salary, and other related matters:

Carlito R. Aleta as Professorial Lecturer in Nuclear Engineering (Graduate Division), College of Engineering, effective June 14, 1976 until May 31, 1977.

Caridad Semaña-Alfonso, increase in salary from Professor III to Professor IV of Public Administration, College of Public Administration, effective July 1, 1976.

Peter I. Ayre as Visiting Associate Professor of Economics, School of Economics, without compensation, effective January 2, 1977 until June 30, 1977.

Zoilo M. Bartolome as Professorial Lecturer in Nuclear Engineering (Graduate Division), College of Engineering, effective June 14, 1976 until May 31, 1977.

Llena P. Buenvenida as Subject Coordinator (for the 10-month non-degree course in Urban and Regional Planning), Institute of Environmental Planning, effective October 18, 1976 until December 15, 1976.

Ledivina Vidallon-Cariño, increase in salary from Professor I to Professor II of Public Administration, College of Public Administration, effective July 1, 1976.

Manuel T. Cases as Professorial Lecturer in Social Sciences, U.P. Extension Division Clark Air Base, effective June 1, 1976 until December 31, 1977.

Jean D. Charlesworth as Professorial Lecturer in Education, College of Education, effective November 4, 1976 until May 31, 1977.

J. Nacion Endriga, promotion in rank and salary from Assistant Professor V to Associate Professor I of Public Administration, College of Public Administration, effective July 1, 1976.

Lauro O. Escobar, transfer from the College of Medicine to the College of Arts and Sciences as Professor I of Psychophysiology and reversion to full-time status, effective August 16, 1976.

Fabian G. Espiritu as Professorial Lecturer in Business Administration, College of Business Administration, effective October 1, 1976 until May 31, 1977.

Pepito M. Fernandez as Adviser, U.P.-PCARR Undergraduate and Graduate Scholarship Program, College of Fisheries, effective June 1, 1976 until May 31, 1977.

Fidel M. Guilatco as Professorial Lecturer in Occupational Health, Institute of Public Health, without compensation, effective July 15, 1976 until June 30, 1977.

Soledad A. Hernando as Professorial Lecturer in Development Education and Community Services, Institute of Human Ecology, University of the Philippines at Los Baños, effective June 30, 1976 until the end of the first semester, 1976-1977.

Gabriel U. Iglesias, promotion in rank and salary from Associate Professor IV to Professor I of Public Administration, College of Public Administration, effective July 1, 1976; as Director, Administrative Development Program, College of Public Administration, effective July 1, 1976 until June 30, 1977.

Abelardo M. Inocentes, reappointment as Professorial Lecturer in Rehabilitation Medicine, School of Allied Medical Professions, College of Medicine, effective November 4, 1976 until May 31, 1977.

David John King as Visiting Associate Professor of Agrarian Studies, Agrarian Reform Institute, University of the Philippines at Los Baños, without compensation, effective June 1, 1976 until May 31, 1977.

Reynaldo M. Lantin, promotion in rank and salary from Assistant Professor II to Associate Professor II of Agricultural Machinery, Engineering and Technology, Institute of Agricultural Engineering and Technology, University of the Philippines at Los Baños, effective September 1, 1976.

Lino Ed. Lim, reclassification of position from Associate Professor of Pediatrics, College of Medicine, and Attending Pediatrician (part-time), Philippine General Hospital, without compensation, to Clinical Associate Professor of Pediatrics (part-time), College of Medicine, and Attending Pediatrician (part-time), Philippine General Hospital, without compensation, effective September 30, 1976.

Romeo B. Ocampo, increase in salary from Associate Professor I to Associate Professor II of Public Administration, College of Public Administration, effective July 1, 1976.

Ricardo D. Palabrica as Professorial Lecturer in Nuclear Engineering (Graduate Division), College of Engineering, effective June 14, 1976 until May 31, 1977.

Nestor N. Pilar, promotion in rank and salary from Assistant Professor V to Associate Professor I of Public Administration, College of Public Administration, effective July 1, 1976.

Jeffrey M. Romm as Visiting Associate Professor of Environmental Management, College of Sciences and Humanities, University of the Philippines at Los Baños, without compensation, effective September 1, 1976 until May 30, 1977.

Santiago S. Simpas, promotion in rank and salary from Assistant Professor VI to Associate Professor II of Public Administration, College of Public Administration, effective July 1, 1976.

Jose D. Soberano, increase in salary from Professor IV to Professor V of Public Administration, College of Public Administration, effective July 1, 1976.

Jose A. Solis, automatic pre-retirement increase in salary from Professor V to Professor VIII of Veterinary Anatomy, College of Veterinary Medicine, effective November 1, 1976.

Arturo M. Tolentino, appointment to the U.P. Law Alumni Foundation Lectureship, College of Law, effective July 1, 1976 until June 30, 1977.

Romulo A. Virola, reappointment as Professorial Lecturer in Mathematics, College of Arts and Sciences, effective June 14, 1976 until May 31, 1977; as Professorial Lecturer in Statistics, Statistical Center, effective June 14, 1976 until May 31, 1977.

The Board *confirmed* the following *ad interim* appointment:

Angel R. L. Reyes as Professorial Lecturer in Occupational Health, Institute of Public Health, effective September 1, 1976 until May 31, 1977.

TRANSFER TO PERMANENT STATUS

The Board approved the transfer of the following to permanent status:

Helen E. Lopez as Assistant Professor I of English, College of Arts and Sciences, effective July 1, 1976.

Marcia E. Macalinao as Physician (with rank of Asistant Professor I), University Health Service, effective August 1, 1976.

SABBATICAL ASSIGNMENTS

The Board approved the sabbatical assignment with full pay of Ofelia R. Angangco from November 1, 1976 to May 31, 1977 to enable her to undertake a book writing project entitled "Handbook on Philippine Society."

* * *

The Board approved the sabbatical assignment with full pay of Josefa C. Lava for a period of one (1) year, from November 4, 1976 until November 4, 1977, to enable her to undertake a study on foreign influences in Philippine art. Part of the sabbatical assignment will be spent in Spain and Mexico.

SCHOLARSHIPS, FELLOWSHIPS, GRANTS AND GIFTS

The Board approved the revision of the following provisions in the rules governing the *HRAP Scholarships* in the College of Home Economics:

[2] *4* scholarships per semester.

One semester, renewable for a maximum period of 4 semesters, provided scholars carry a normal load of [18-21] *15* units and maintain a weighted average of 2.5 in the preceding semester. (Texts in brackets deleted; those in italics added.)

The above revisions had been approved by the Hotel and Restaurant Association of the Philippines.

* * *

The Board approved the increase in the financial benefits given to *Hotel and Restaurant Association of the Philippines* (*HRAP*) scholars in the College of Home Economics from ₱400.00 to *₱600.00 per semester.*

The Board accepted a donation from Mrs. Conchita L. Benitez through the Institute of Mass Communication Alumni Association in the amount of ₱10,000.00 (CBC Check No. MK-51198-C) to underwrite the *Tomas Benitez Scholarship.*

* * *

The Board accepted a grant from the *Bread for the World Foundation* of the Federal Republic of Germany in the amount of ₱731,152.00 for the training of indigenous community leaders and paraprofessionals in development work in the Institute of Social Work and Community Development.

The first installment in the amount of ₱350,000.00 (check No. 301971) of the grant has been remitted for administration to the PNB.

* * *

The Board accepted the following scholarship donations for the school year 1976-1977 in the U.P. College Baguio:

A. New scholarships beginning with the first semester, 1976-1977:
   (1) Mr. and Mrs. John Muller — *Atombi Scholarship for High School*
   (2) Mrs. Felicisima Dimalanta — *Mrs. Fely Dimalanta-Bermudez Scholarship for High School*
   (3) Dr. Purificacion Claridad — *Dr. Purificacion Claridad Scholarship for High School*

B. Continuing scholarships from last year and previous years:
   (1) Dr. Ernesto Y. Sibal — *Rizal Scholarship in Science*
   (2) Frank C. Bennett — *Frank C. Bennett Rotary Scholarship*
   (3) Prof. Angela Abellera-Blair, Prof. Carol Brady-De Raedt, Mr. Benjamin Abellera, Prof. Lourdes Abellera — *Tumangan Scholarship for High School*
   (4) Mr. Henry Brimo — *Philex Mining Co. Scholarship for College* and *Baguio Gold Mining Co. Scholarship for High School*
   (5) Mr. and Mrs. Marcos Cid — *Cid Educational Supply Scholarship*
   (6) Judge Hector Donato — *Floro Crisologo Memorial Scholarship*
   (7) Engr. and Mrs. Victor de Guia — *Scout Victor de Guia Jr. Memorial Scholarship*
   (8) Dr. Emmanuel Tamesis — *Fr. Florencio V. Tamesis Jr. Scholarship*
   (9) U.P. College Baguio Faculty — *U.P. College Baguio Faculty Scholarships* (one for college and two for high school)
   (10) Dr. and Mrs. Mateo H. Tupas — *M. H. Tupas Scholarship*
   (11) Don Timoteo Certeza Educational Foundation — *Don Timoteo Certeza Educational Foundation Scholarship for College and High School*
   (12) Major and Mrs. Henry Ruff — *Ruff Inn Scholarship*
   (13) Mrs. Trinidad Vda. de Nevada — *Nevada Scholarship*
   (14) Rotary Club of Baguio — *Rotary Club of Baguio Scholarship*

(15) Zonta Club of Baguio — *Zonta Club of Baguio Scholarship*

* * *

The Board accepted a scholarship offer from Mr. Feliciano F. Miravite in the amount of ₱5,000.00 for the *Wheelchair and Disabled Association of the Philippines, Inc. (WDAP) Scholarship-Study Grants*

The scholarship shall consist of ₱750.00 per semester for school fees and school supplies. Initially, there will be three (3) grants for a four-year course to be awarded to physically-handicapped applicants.

The donation of Mr. Miravite has been deposited in the University under Code No. 72298-404-702.

* * *

The Board accepted the *Jerry Navarro Scholarship Grant (Kappa Epsilon Fraternity)* for entering freshmen and first-year students effective the first semester, 1977-1978. There shall be one (1) award every year at a cost of ₱3,000.00.

* * *

The Board approved the deletion of the following provision of the *Joaquin Cunanan Co. Scholarship Grant*:

"Rule 1. Must be a male."

This deletion is envisioned to widen the area of selection of the recipients.

* * *

The Board approved the increase in benefit of the *Mencias Friendly Scholarship* in the College of Engineering from ₱250.00 to *₱350.00 per semester*, effective the first semester, 1976-1977.

* * *

The Board approved the increase in the financial benefit given scholars of the *Philippine Statistical Center-E.S. Sevilla Scholarship* in the Statistical Center from ₱250.00 to *₱500.00 per semester*, effective the second semester, 1976-1977.

* * *

The Board accepted a grant from Dr. Marcelina Venus-Power, an alumna of the College of Veterinary Medicine, to be known as *Professor Lope M. Yutuc Research Award in Parasitology*. The grant consists of a certificate and a cash award of ₱1,000.00 to be given to the best graduating student in the College of Veterinary Medicine with the best undergraduate thesis in Veterinary Parasitology.

* * *

The Board accepted the scholarship offer of USIPHIL, Inc. for the *USIPHIL, Inc. Scholarship Grants* for undergraduate students in the fields of Business Economics and Business Administration in the College of Business Administration. There shall be initially two (2) grants, effective the second semester, 1976-1977, consisting of ₱5,300.00 each per year.

A check amounting to ₱10,600.00 to cover the first year of the grants has been turned over to the University's Office of Student Affairs.

* * *

The Board accepted a donation from the *International Rice Research Institute* consisting of several pieces of laboratory equipment to be used by the U.P. Rural High School in Los Baños.

The Board approved the increase in the benefits of the *AIR MAC Philippines Scholarship* from ₱500.00 to *₱1,000.00 per year*, as authorized by the donor.

PROFESSORIAL CHAIRS

The Board accepted an annual grant of ₱12,000.00 from the San Miguel Foundation, Inc. to establish and maintain two (2) professorial chairs in agricultural sciences, each in the amount of ₱6,000.00 per annum, beginning the first semester of 1976-1977, and to be known as *San Miguel Foundation Professorial Chairs.*

These chairs shall be open to College of Agriculture professors, incumbents of which shall be appointed initially for a period of 12 months with monthly honorarium of ₱500.00 each.

COLLECTION OF FEES

The Board approved the increase in the laboratory fees for the following courses in the College of Arts and Sciences, effective with the second semester, 1976-1977:

Subject	*Course Description*	*Laboratory Fee From*	*To*
Psychology 115	Experimental Psychology	₱25.00	₱35.00
Psychology 160	Physiological Psychology	—	35.00
Psychology 262	Research Techniques	10.00	20.00
Psychology 264	Thematic Apperception Test	10.00	20.00

The increased fees take into account increased cost of animals, fees and wood used for experimental classes.

* * *

The Board approved the increase in the fee of participants in the Executive Session of the Philippine Executive Academy from ₱8,500.00 to *₱9,500.00 per participant.*

The increase takes into consideration increased costs of conducting the sessions.

REORGANIZATION OF THE COLLEGE OF ARTS AND SCIENCES

The Board approved the reorganization of the College of Arts and Sciences. (See pages 204-206 under "Historical Papers and Documents" for the New Amended/Pertinent Provisions of the Revised University Code effecting the Reorganization.)

AMENDED COMPOSITION OF THE ADVISORY COUNCIL OF THE ASIAN INSTITUTE OF TOURISM

Toward making the AIT Advisory Council fully operational to assist the Institute in the formulation of policies and programs, the Board approved the following amendments to the Memorandum of Agreement creating the AIT, to increase the composition of the Council from nine to eleven. As amended, item II-B of the agreement pertaining to the particular proviso reads as follows:

"The AIT shall have an Advisory Council (hereinafter referred to as the "COUNCIL") of *eleven (11)* [nine (9)] members composed of the Secretary of the

Department of Tourism, the General Manager of the Tourism Authority, the President of the University of the Philippines System and the Dean of the Asian Institute of Tourism and *seven* (*7*) others [to include the Dean of the Asian Institute of Tourism] whom they will invite to assist in the development of policies and programs of the Asian Institute of Tourism." (Words in italics added; those in brackets deleted.)

The above amendment would leave seven positions open for the representatives of the government and private sectors and the different industries related to tourism. Four (4) slots are already reserved for the representatives of the four collaborating institutions including the AIT.

In this connection, the Board approved the following recommendations:

(1) Appointment of the following to the six slots (positions) for representatives of the government and private sector in the Council (an appropriate nominee is under consideration to represent the transport sector):
   (a) Hon. Troadio T. Quiazon, Jr.—to represent the government sector
   (b) Mrs. Trinidad Diaz-Enriquez—to represent the restaurant industry
   (c) Mr. Salvador C. Peña—to represent the Pacific area travel system
   (d) Mr. Jose Oliveros Cobarrubias—to represent the hotel industry
   (e) Mr. Frans Schutzman—to represent international tourism and tourism education
   (f) Mr. Rene Henson—to represent tour operation and travel agency industry

The above recommendees were appointed by virtue of their involvement in their respective industries and their commitment to tourism.

(2) Rules of governance of the Council.

TUITION PRIVILEGES EXTENDED TO COOPERATING TEACHERS

The Board approved an amendment by addition to the Board's resolution adopted at its 867th meeting on 18 December 1975 pertaining to tuition privileges extended to cooperating teachers. Inasmuch as said resolution does not apply to the College of Education, an amendment thereto was approved, as follows:

FROM: "Further amendment of the Board's resolution adopted at the 551st meeting of the Board of Regents on 13 October 1951 and amended at the 738th meeting on September 1965, such that a free tuition privilege equivalent to 3 units could be granted to any teacher, whether from a public school or a private school upon his/her selection as cooperating teacher for that semester of service.

"The amendment will particularly benefit the student teaching program of the U.P. Extension Division Clark Air Base, whose cooperating teachers could not avail of the tuition fee privilege for the following reasons:

"a. A cooperating teacher may not be able to serve for 2 semesters as cooperating teacher because he/she may not be selected the succeeding semester, in that the major area of an incoming student is often different from the field of specialization of the cooperating teacher of that semester;

"b. Cooperating teachers who are wives of military personnel move to other stations before they are able to complete 2 semesters."

TO : "A free tuition privilege equivalent to 3 units a semester will be granted upon appointment for the semester of service to any teacher, whether from a public or a private school, for as long as he is a cooperating teacher: *Provided* that the course/courses he will enroll in is/are directly related to his work as a cooperating teacher: *Provided, further,* that the privilege shall be cumulative, but not exceeding 12 units. This privilege shall be availed of within two (2) years from the time of appointment."

The amendment shall apply to the College of Education only. It will enable cooperating teachers of the College to take courses that will improve and upgrade their competencies as cooperating teachers and to accumulate such privilege in the event that they cannot utilize it during the semester that they are serving as cooperating teachers.

CREATION OF POSITION OF EXECUTIVE EDITOR IN THE PHILIPPINE JURISPRUDENCE PROJECT

The Board approved the creation of the position of Executive Editor in the Philippine Jurisprudence Project in the Law Center under the same conditions stipulated for the contributing editors of the Project.

ESTABLISHMENT OF A MUSEUM OF NATURAL HISTORY AT U.P. AT LOS BAÑOS

The Board approved the establishment of a Museum of Natural History (MNH) at the U.P. at Los Baños.

The MNH shall be a center of documentation as well as a repository of biological specimens for scientific reference. It shall be a center of research, information and education. Its role parallels that of a library for written records. The MNH shall be organized out of the staff and physical resources of the existing museum and herbaria at UPLB, including the hortorium and culture collections of separate departments in the Colleges of Agriculture, Forestry, and Sciences and Humanities.

GUIDELINES FOR TRANSFER OF COLLEGE OF VETERINARY MEDICINE TO U.P. AT LOS BAÑOS

The Board approved the following guidelines for the transfer of the College of Veterinary Medicine to the U.P. at Los Baños.

The CVM shall be administratively under the UPLB. The Veterinary Medical Research Institute, a unit of the CVM, shall remain physically at Diliman. Graduate courses of the CVM may be offered in Los Baños or Diliman, depending on particular requirements and arrangements for each course. Buildings and facilities to be constructed at UPLB primarily for teaching shall also provide for research and extension activities of the staff.

Implementation of the transfer shall be made gradually, with the first batch of CVM freshman students to be admitted at UPLB in the school year 1979-1980.

CONFIRMATION OF HONORARY DEGREES

The Board *confirmed* its approval by referendum of the conferment of the degree of Doctor of Laws, *honoris causa*, upon H. Johannes Witteveen, Managing Director and Chairman of the Board of Executive Directors of the International Monetary Fund, and Robert S. McNamara, President of the World Bank, such conferment to be made on 1 October 1976.

PRESIDENTIAL DECISIONS

The President approved the following appointments, reappointments, renewals of appointment, promotions, increases in salary, and other related matters:

Bonifacio A. Abaya, extension of additional assignment as Program Development Associate, Program Development Staff, Office of the President, effective September 1, 1976 until October 31, 1976.

Perfecto B. Abayan, reclassification of position from Senior Lecturer to Instructor III in Economics, U.P. College Cebu, effective June 1, 1976 until December 31, 1976.

Pedro R. Acierto, renewal of additional assignment with change in designation from Acting Chairman to Chairman, Department of Community Development, Institute of Social Work and Community Development, effective August 25, 1976 until April 30, 1979.

Pacifico A. Agabin as Contributing Editor—Local Government, Philippine Jurisprudence Project, Law Center, effective September 1, 1976 until December 31, 1976.

Estrella F. Alabastro as Project Leader of POEC-GIA-I-7601 U.P. Project—The Microbiology of Irradiated Fresh Agricultural Products, College of Home Economics, effective July 1, 1976 until May 31, 1977.

Aurora G. Alarcon, automatic promotion in rank and salary from Instructor IV to Assistant Professor III of Physical Science and Mathematics, University High School, College of Education, effective March 10, 1976.

Henry C. Alcantara as Lecturer in Marketing, College of Business Administration, effective October 1, 1976 until May 31, 1977.

Rachel Y. Aliling, reappointment as Assistant Professor I of Home Economics Education (part-time), College of Home Economics, effective June 14, 1976 until the return of Josefa S. Dikitanan from a leave of absence, but not later than September 15, 1976.

Nilda R. Almonte, transfer from the U.P. Extension Division Clark Air Base to the Asian Institute of Tourism with increase in salary from Instructor II to Instructor IV in Tourism Management, effective June 21, 1976 until May 31, 1977. (This supersedes the appointment issued her on July 21, 1976 as Instructor IV in Psychology, effective June 21, 1976 until May 31, 1977.)

Irene A. Alzate, promotion in rank and salary from Research Assistant II to Research Associate IV, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective April 1, 1976 until June 30, 1976.

Angelina S. Aniceto as Lecturer in Nursing, U.P. College Cebu, effective June 1, 1976 until May 31, 1977.

Anthony Araw as Special Lecturer, U.P. College Manila, effective August 6, 1976.

Victoria M. Arcega, reclassificatiion of position with promotion in rank and salary from Research Associate to Assistant Professor III of Public Administration, College of Public Administration, effective September 1, 1976 until the return of Arturo Pacho from a leave of absence, but not later than December 31, 1976.

Jesus C. Arranz, increase in salary from Instructor I to Instructor II in Engineering Sciences, College of Engineering, effective September 1, 1976 until May 31, 1977.

Patricia T. Arroyo as Acting Director, Institute of Fisheries Development and Research, College of Fisheries, effective September 6, 1976 until the return of Virginia L. Aprieto from a special detail abroad, but not later than May 31, 1977.

Veredigno P. Atienza, promotion in rank and salary from Lecturer to Senior Lecturer in Business Administration, College of Business Administration, effective September 1, 1976 until May 31, 1977.

Lourdes M. Banzon, increase in salary from Dentist (with rank of Instructor III) to Dentist (with rank of Instructor IV), University Health Service, effective August 1, 1976.

Purita B. Belmonte as Guidance Associate, U.P. College Cebu, effective June 17, 1976 until December 16, 1976.

Erlinda B. Bergonio as Guidance Associate, U.P. College Cebu, effective June 18, 1976 until December 16, 1976.

Lenora Fe S. Brawner, renewal of additional assignment with change in designation from Officer-in-Charge to Head, Physical Education Department, U.P. College Baguio, effective July 1, 1976 until June 30, 1977.

Rolando C. Brillantes as Instructor I in Physical Education, University High School, College of Education, effective July 1, 1976 until October 31, 1976.

Eryl Gil A. Buan, transfer from the College of Business Administration to the Asian Institute of Tourism with promotion in rank and salary from Instructor IV to Assistant Professor II of Tourism Management, effective June 18, 1976; extension of additional assignment as Senior Executive Assistant for Regional Matters, Office of the President, effective October 1, 1976 until December 31, 1976.

Angeles R. Buenaventura, renewal of additional assignment as Secretary, Statistical Center, effective November 16, 1975 until April 30, 1978.

Orlando T. Cabanlig as Lecturer in Statistics, U.P.-NMYC-NCSO Statistical Manpower Training Program, Statistical Center, effective August 1, 1976 until July 31, 1977.

Gloria C. Caldito, renewal of additional assignment as Director, Undergraduate Studies, Statistical Center, effective April 1, 1976 until March 31, 1977.

Manuel A. Caoili, increase in salary from Assistant Professor III to Assistant Professor IV of Public Administration, College of Public Administration, effective July 1, 1976.

Josefina C. Carvajal as Instructor II, High School Department, U.P. College Cebu, effective June 16, 1976 until December 31, 1976.

Lutgarda M. Castelo, increase in salary from Assistant Professor IV to Assistant Professor VII of English, College of Arts and Sciences, effective July 1, 1976.

Susana S. Cayco, increase in salary as Project Officer II, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective March 1, 1976 until June 30, 1976.

Evelyn Ramos Cortes, promotion in rank from Instructor to Clinical Assistant Professor in Ophthalmology (part-time), College of Medicine, and Attending Ophthalmologist (part-time), Philippine General Hospital, effective June 1, 1976 until May 31, 1977.

Juana G. Cruz, increase in salary from Physician (with rank of Instructor III) to Physician (with rank of Instructor V), University Health Service, effective August 1, 1976 until June 30, 1977.

Petronilo Bn. Daroy, renewal of additional assignment as Assistant to the Secretary, Office of the Secretary of the University, effective July 1, 1976 until June 30, 1977.

Eliseo A. de Guzman, extension of additiional assignment as Project Investigator, UPPI-SELFERT Project, Population Institute, effective July 1, 1976 until September 30, 1976.

Manuel D. de Guzman, renewal of appointment with increase in salary as Research Associate III, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective July 1, 1976 until December 31, 1976.

Ma. Leonora V. de Jesus, reappointment as Lecturer in Psychology, College of Arts and Sciences, effective November 2, 1976 until December 31, 1976.

Reynaldo M. de la Paz as Researcher, Marine Sciences Center, effective August 1, 1976 until June 30, 1977.

Thelma de Leon, increase in salary as Research Associate III, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective March 1, 1976 until June 30, 1976.

Mercedita J. del Valle as Co-Researcher in PAEC-GIA-I-7601-U.P. Project—The Microbiology of Irradiated Fresh Agricultural Products, College of Home Economics, effective July 1, 1976 until May 31, 1977.

Leticia A. de Ungria, increase in salary from Instructor I to Instructor III in Engineering Sciences, College of Engineering, effective September 1, 1976 until May 31, 1977.

Ernesto A. de Veyra, Jr. as Officer-in-Charge, Department of Pathology, College of Medicine, effective September 28, 1976 until the return of Antonio A. Buyco from Southern University, but not later than October 30, 1976.

Virgilio Dureza, promotion in rank from Senior Research Assistant to Research Associate, Institute of Fisheries Development and Research, College of Fisheries, effective July 1, 1976.

Aster Y. Erpe as Instructor I in Physical Education, U.P. College Tacloban, effective June 1, 1976 until December 31, 1976.

Monina M. Escalada, reclassification of position with promotion in rank and salary from Research Assistant to Assistant Professor I of Broadcast Communication, Institute of Mass Communication, effective July 8, 1976 until May 31, 1977.

Horacio R. Estrada as Co-Researcher, Dangerous Drugs Board Project, College of Medicine, effective June 1, 1976 until May 31, 1977.

A. Bruce Etherington as Visiting Research Associate, Institute of Environmental Planning, without compensation, effective September 30, 1976 until August 31, 1977.

Rebecca V. Fernando as Member of the Board of Judges, *Philippine Collegian*, effective June 14, 1976 until May 31, 1977.

Sylvia S. Flores as Instructor I in Social Studies, University High School, College of Education, effective July 1, 1976 until the return of Purita Hipol from a leave of absence, but not later than May 31, 1977.

Leonardo D. L. Francisco, increase in salary from Instructor I to Instructor III in Engineering Sciences, College of Engineering, effective September 1, 1976 until the return of Angel A. Alejandrino to item 26, but not later than May 31, 1977.

Ma. Angeles C. Guanzon as Lecturer in Psychology, U.P. Extension Division Clark Air Base, effective August 1, 1976 until May 31, 1977.

Amor C. Guerrero, automatic pre-retirement increase in salary as Librarian IV, University Library, effective October 1, 1976.

Sulpicio G. Guevara, reappointment to additional assignment as Project Head and Coordinator, Commercial Law Codification Project, Law Center, effective July 1, 1976 until December 31, 1976.

Eric O. Henares, increase in salary from Instructor III to Instructor V in Electrical Engineering, College of Engineering, effective September 1, 1976 until May 31, 1977.

Adelfino S. Ignacio as Instructor I (part-time), College of Medicine, and Chief Resident Physician Trainee, Philippine General Hospital, effective July 1, 1976 until June 30, 1977.

Teodora A. Ignacio, renewal of additional assignment as Secretary, College of Nursing, effective September 20, 1976 until April 30, 1979.

Zosimo A. Jadloc as Instructor II in Sociology, U.P. College Cebu, effective June 1, 1976 until December 31, 1976.

Melanie C. Jalandoni as Instructor I in Social Sciences (part-time), High School Department, U.P. College Iloilo, effective June 14, 1976 until October 22, 1976.

Ted R. Juanite, reappointment to additional assignment as Lecturer in Psychology, U.P. College Baguio, effective June 14, 1976 until May 31, 1977.

Fredeswinda S. Kangleon as Instructor III in Psychology and Health, U.P. College Cebu, effective June 1, 1976 until December 31, 1976.

Anthony C. Kho as Instructor in Orthopedics (part-time), College of Medicine, and Resident Physician Trainee II, Philippine General Hospital, without compensation, effective June 1, 1976 until May 31, 1977.

Eduardo Labitag as Member of the Board of Judges, *Philippine Collegian*, effective June 14, 1976 until May 31, 1977.

Jose Antonio L. League, increase in salary as Research Associate II, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective March 1, 1976 until June 30, 1976.

Lydia G. Ledesma as Assistant Coordinator, Learning Assistance Program, U.P. College Iloilo, effective July 1, 1976 until December 31, 1976.

Chiok Meng Lee as Instructor II in Physics, U.P. College Tacloban, effective June 1, 1976 until December 31, 1976.

Ma. Rosario O. Legarda as Instructor I in Pediatrics (part-time), College of Medicine, and Attending Pediatrician, Philippine General Hospital, without compensation, effective August 1, 1976 until May 31, 1977.

Juan T. Lim as Chairman, Department of Business Economics, Marketing and Business Law, College of Business Administration, effective October 5, 1976 until April 30, 1979.

Estela D. Lopez as Research Associate IV, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective June 23, 1976 until December 31, 1976.

Helen E. Lopez, promotion in rank and salary from Instructor III to Assistant Professor I of English, College of Arts and Sciences, effective July 1, 1976 until May 31, 1977.

Rosella S. Lorenzo as Training Specialist I, Institute for Small-Scale Industries, effective August 1, 1976 until December 31, 1976.

Asuncion P. Loreto, reclassification of position with promotion in rank and salary from Research Assistant to Instructor I, U.P. College Tacloban, effective June 1, 1976 until December 31, 1976.

Rosario Lorrin as Project Researcher in a Research Project titled "The Alim: An Upperclass Chant," Institute of Social Work and Community Development, effective July 5, 1976 until March 4, 1977.

Manuel A. Lupato as Instructor I in Mathematics (part-time), U.P. College Baguio, effeltive June 1, 1976 until October 31, 1976.

Marcia E. Macalinao, promotion in rank and salary from Physician (with rank of Instructor III) to Physician (with rank of Assistant Professor I), University Health Service, effective August 1, 1976 until June 30, 1977.

Lilia R. Macalincag as Instructor in Medicine (part-time), College of Medicine, and Attending Radiologist (part-time), Philippine General Hospital, without compensation, effective July 1, 1976 until May 31, 1977.

Policarpia M. Magpili, extension of additional assignment as Acting Chairman, Department of Physical Therapy, School of Allied Medical Professions, College of Medicine, effective August 13, 1976 until the return of Aida Gonzales from a study leave, but not later than October 31, 1976.

Ferdinand V. Manahan as Member of the Board of Judges, *Philippine Collegian*, effective June 14, 1976 until June 30, 1977.

Amante A. Mangaser as Instructor I in Electrical Engineering, College of Engineering, effective October 1, 1976 untill May 31, 1977.

Loretta A. Manlupig as Instructor I in Physical Education, U.P. College Cebu, effective June 1, 1976 until December 31, 1976.

Esperanza V. Manuel as Assistant Professor I of English, U.P. College Cebu, effective June 1, 1976 until December 31, 1976.

Mauro F. Manuel, renewal of additional assignment as Associate Dean, College of Veterinary Medicine, effective October 1, 1976 until April 30, 1977.

Nelia P. Cortes-Maramba as Project Leader, Dangerous Drugs Board Project, College of Medicine, effective June 1, 1976 until May 31, 1977.

Gilda V. Martinez, increase in salary as Research Associate IV, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective March 1, 1976 until June 30, 1976.

Lourdes F. Mencias, increase in salary as Research Associate II, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective March 1, 1976 until June 30, 1976.

Yolanda M. Mingoa, increase in salary as Research Associate III, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective June 1, 1976 until June 30, 1976.

Margaret A. Montebon, renewal of appointment with increase in salary as Research Associate IV, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective July 1, 1976 until December 31, 1976.

Manuel F. Montes as Instructor II in Economics, School of Economics, effective September 1, 1976 until May 31, 1977, subject to the result of the physical and medical examination upon report for duty from abroad.

Virginia R. Moreno, renewal of additional assignment as Chairman, President's Council on the Arts, Office of the President, effective December 1, 1976 until November 30, 1977.

Pulcra M. Nietes, increase in salary as Project Officer II, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective March 1, 1976 until June 30, 1976.

Abelardo B. Nobleza, transfer to non-substitute status as Instructor I in Practical Arts, High School Department, U.P. College Iloilo, effective November 4, 1976 until December 31, 1976.

Marcial T. Ocampo, renewal of appointment with increase in salary as Research Associate IV, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective July 1, 1976 until December 31, 1976.

Romeo B. Ocampo as Member of the Board of Judges, *Philippine Collegian*, effective June 14, 1976 until May 31, 1977.

Arsenio O. Perez, promotion in rank and salary from Research Assistant II to Research Associate IV, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective March 1, 1976 until June 30, 1976.

Saviniano M. Perez, Jr., increase in salary as Project Officer I, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective March 1, 1976 until June 30, 1976.

Alicia S. Pineda, reappointment as Research Associate, College of Home Economics, effective August 15, 1976 until June 30, 1977.

Ramon C. Portugal, renewal of additional assignment as Project Director, Regional Development Study Center, Institute of Environmental Planning, effective May 1, 1976 until August 31, 1976.

Pedro N. Prado, increase in salary as Department Manager I, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective March 1, 1976 until June 30, 1976.

Purificacion V. Quisumbing as Law Researcher III, Law Center, effective August 1, 1976 until December 31, 1976.

Ester C. Ramirez as Instructor V in Biology, U.P. College Cebu, effective June 21, 1976 until December 31, 1976.

Mila A. Reforma, increase in salary from Assistant Professor III to Assistant Professor V of Public Administration, College of Public Administration, effective July 1, 1976.

Teresita B. Regalado, renewal of appointment with promotion in rank and salary from Research Assistant II to Research Associate IV, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective July 1, 1976 until December 31, 1976.

Alejandro Resurreccion, Jr., increase in salary from Instructor II to Instructor IV in Engineering Sciences, College of Engineering, effective September 1, 1976 until May 31, 1977.

Georgina A. Reyes, extension of additional assignment as Secretary, Committee on Regional Matters, Office of the President, effective October 1, 1976 until December 31, 1976.

Francisco H. Roque, renewal of supplementary appointment with change in designation from Member to Chairman of the Board of Judges, *Philippine Collegian*, effective June 14, 1976 until May 31, 1977.

Carolyn R. Rosello, promotion in rank and salary from Research Assistant II to Research Associate IV, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective September 1, 1976 until December 31, 1976.

Reynaldo Sabay, transfer from U.P. College Tacloban to U.P. College Cebu as Instructor II in Physics and Mathematics, effective June 1, 1976 until December 31, 1976.

Maximo D. Saenz, increase in salary from Physician (with rank of Instructor IV) to Physician (with rank of Instructor VI), University Health Service, effective August 1, 1976 until June 30, 1977.

Virgilio A. Sahagun, increase in salary as Project Officer II, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective March 1, 1976 until December 31, 1976.

Melito Salazar, Jr. as Assistant Director of Graduate Studies, College of Business Administration, effective June 1, 1976 until May 31, 1977.

Rene S. Santiago, increase in salary as Department Manager I, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective March 1, 1976 until June 30, 1976.

Josefina Jael Santos, automatic increase in salary from Assistant Professor II to Assistant Professor V of Nursing, College of Nursing, effective August 3, 1976.

William H. Scott as Professorial Lecturer, U.P. College Manila, effective July 1, 1976.

Carmelita Simbulan, increase in salary as Librarian II, University Library, effective October 1, 1976.

Emanuel V. Soriano, renewal of additional assignment as Project Director, Program Development Staff, Office of the President, effective April 10, 1976 until April 9, 1977.

Joventino D. Soriano, renewal of additional assignment as Director, Office of Research Coordination, effective October 1, 1976 until April 30, 1979.

Castor S. Surla, increase in salary as Project Officer II, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective March 1, 1976 until June 30, 1976.

Jose P. Tabbada, increase in salary from Assistant Professor III to Assistant Professor IV of Public Administration, College of Public Administration, effective July 1, 1976.

Concepcion S. Tabios as Instructor I in Chemistry, College of Arts and Sciences, effective August 9, 1976 until the return of Victoria D. Reidenbach from a leave of absence, but not later than May 31, 1977.

Alfredo Tadiar as Director, Office of Legal Aid, College of Law, effective June 1, 1976 until May 31, 1977.

Martin A. Talosig as Instructor I in Practical Arts, University High School, College of Education, effective June 7, 1976 until October 31, 1976.

Michael C. Tankhim as Research Associate III, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective July 26, 1976 until December 31, 1976.

Filomena M. Tann, reappointment to additional assignment as Lecturer, Institute of Library Science, effective November 1, 1976 until May 23, 1977.

Mehretab Tekie, increase in salary as Research Associate I, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective September 1, 1976 until December 31, 1976.

Ma. Aurora P. Tolentino as Lecturer in Business Administration, U.P. Extension Division Clark Air Base, effective August 1, 1976 until May 31, 1977.

Armando G. Torres, increase in salary from Instructor I to Instructor II in Engineering Sciences, College

of Engineering, effective September 1, 1976 until May 31, 1977.

Bituin B. Torte, renewal of appointment with increase in salary as Research Associate I, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective July 1, 1976 until December 31, 1976.

Yolanda V. Tuyo as Lecturer in Management, U.P. College Iloilo, effective October 1, 1976 until May 31, 1977.

Jose R. Valdecañas, renewal of appointment with increase in salary as Project Coordinator, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective July 1, 1976 until December 31, 1976.

Matilde M. Valdez, renewal of additional assignment as Director, Headstart Training Program, College of Education, effective June 1, 1976 until May 31, 1977.

Jesus D. Valdezco as Senior Lecturer in Nuclear Engineering, College of Engineering, effective June 14, 1976 until May 31, 1977.

Rosa M. Vallejo, etxension of additional assignment as Secretary, Institute of Library Science, effective September 1, 1976 until the return of Herminia H. Santos from a special detail abroad, but not later than October 30, 1976.

Gregorio T. Velasquez as Researcher, Natural Science Research Committee, Office of Research Coordination, effective August 1, 1976 until December 31, 1976.

Alexis L. Verzosa, increase in salary as Project Officer II, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective March 1, 1976 until June 30, 1976.

Federico S. Villahermosa, reappointment as Training Specialist I, U.P. College Cebu, effective July 16, 1976 until December 31, 1976.

Leandro A. Viloria as Project Director and Senior Consultant, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective September 2, 1976 unitl December 31, 1976.

Efren M. Yambot, reappointment as Instructor I in English, College of Arts and Sciences, effective June 1, 1976 until the return of Wilhelmina Q. Ramas from a leave of absence, but not later than May 31, 1977.

Robert A. Yangas as Consultant, Institute for Small-Scale Industries, without compensation, effective September 22, 1976 until June 30, 1977.

Natividad Ynchausti, reappointment to additional assignment as Chairman, Department of Clothing, Textiles and Related Arts, College of Home Economics, effective September 15, 1976 until April 30, 1979.

SEPARATIONS FROM THE SERVICE

Resignations

Raul J. Consunji as Research Assistant, School of Economics, effective September 15, 1976.

Salustiano L. Corazon as Bindery Helper, University Library, effective September 5, 1976.

Manuel Lometillo, Jr. as Emergency Clerk, Accounting Division, effective September 13, 1976.

Henry P. Ramos as Research Assistant, School of Economics, effective September 30, 1976.

Rimando Raymundo as Research Assistant, School of Economics, effective September 30, 1976.

Manuel T. Santiago as Senior Clerk, Philippine Executive Academy, effective September 16, 1976.

Rosario P. Solis as Research Assistant, University Library, effective September 9, 1976.

Rebecca N. Toledo as Instructor, College of Medicine, effective September 9, 1976.

Retirements

Jesusa H. Abad as Associate Professor, College of Arts and Sciences, effective September 9, 1976.

Consuelo V. Asis as Professor, College of Arts and Sciences, effective September 26, 1976.

Antonio K. Francisco as Utility Man, Ilang-Ilang Residence Hall, effective September 24, 1976 (deceased).

Araceli Pons Garcia as Professor, College of Arts and Sciences, effective September 1, 1976.

Alfredo I. Monzon as Chief Accountant, Accounting Division, effective September 8, 1976 (deceased).

Concordia Palacios as Assistant Professor, Institute of Public Health, effective September 1, 1976.

Clemencia Palaganas as Fishery Technician, College of Fisheries, effective September 1, 1976.

Mauricio Sagun as Machinist, College of Arts and Sciences, effective September 13, 1976.

CONTRACTS AND AGREEMENTS

The Board *confirmed* the following contracts and agreements at its 876th meeting on 2 September 1976:

1. Memorandum of Agreement with the Budget Commission, Et Al.

A memorandum of agreement was entered into among the Budget Commission, the Commission on Audit, the Department of Finance and the University of the Philippines, whereby the University, along with the parties herein referred to, agrees to participate in the Procurement Pilot Project to centrally procure thirty-five (35) items of commonly used office supplies pursuant to the Government Inventory Systems Improvements Project designed to study and appraise procurement systems and procedures in the government. The Pilot Project is financed by the Budget Commission. The agreement shall be in force from 1 July 1976 until 31 December 1976.

2. Memorandum of Agreement with the Department of Local Government and Community Development

A memorandum of agreement was entered into between the University of the Philippines, through the College of Public Administration, and the Department of Local Government and Community Development, in collaboration with the Asia Foundation, for the undertaking of a joint project on "Intergovernmental Linkages and Institution-Building for the Development of Region I."

Under this agreement, the DLGCD will put up the initial amount to finance the project until 30 June 1976 and will continue its funding beyond June 1976 until December 1977. On the other hand, the University shall provide a counterpart contribution representing the salaries and allowances of UPCPA-LGC personnel who will be assigned to the project and therefore will not involve additional funds.

3. Memorandum of Agreement with the Central Philippine University and the West Visayas State College

A memorandum of agreement was entered into among the U.P., through the U.P. College Iloilo, the Central Philippine University and the West Visayas State College, whereby subject to their own requirements and exigencies both ongoing and projected, parties agree to make available on request of one or the other, such personnel, facilities, library services and privileges, laboratories and other related facilities, services and resources as may be needed by the requesting institution for purposes of instruction, research, consultancy and other similar academic activities, under such terms and conditions as may be agreed upon.

An implementing memorandum of agreement setting forth the details of the abovestated program of academic cooperation shall form an integral part of this agreement.

4. Memorandum of Agreement with the Union-Hikari Fertilizer Industries, Inc.

A memorandum of agreement was entered into between the U.P. at Los Baños and the Union-Hikari Fertilizer Industries, Inc. (UHFII) pertaining to a research on the effectiveness of Union-Hikari Liquid Fertilizer on rice and cabbage, which shall be conducted by the UPLB and financed by the UHFII. The agreement is for a period of one (1) year, effective upon signing thereof.

* * *

The Board *confirmed* the following contracts and agreements at its 877th Meeting on 30 September 1976:

1. Memorandum of Agreement with the Department of Natural Resources

A memorandum of agreement was entered into between the University and the Department of Natural Resources, whereby the University, through the Marine Sciences Center, shall undertake the "Investigation of Coral Resources of the Philippines, Phase I," for a period of six (6) months under financial support from the Department. The Department through its Bureau of Fisheries and Aquatic Resources and Bureau of Mines shall make available to the University all relevant background materials, statistics and information concerning corals and coral products.

2. Memorandum of Agreement with the National Manpower and Youth Council, Et Al.

The Board approved the amendment of the Memorandum of Agreement entered into by and among the U.P. Institute for Small-Scale Industries, the National Manpower and Youth Council, the Development Bank of the Philippines, the Commission on Small and Medium Industries and the Industrial Guarantee and Loan Fund which provides for the conduct of an Entrepreneurship Development Program for the rural areas on cooperative basis.

The original Memorandum of Agreement was approved by the Board at its 870th meeting on 24 March 1976; however, implementation of the Program was withheld in view of amendments to revise DBP's areas of responsibility and the program's budget.

The Institute's commitment is actually a non-cash contribution which represents the salaries of existing staff and institutional overhead.

3. Memorandum of Agreement with the Philippine Council for Agriculture and Resources Research (PCARR)

A memorandum of agreement was entered into between the UPLB and the Philippine Council for Agriculture and Resources Research (PCARR) pertaining to the tenth batch of research projects listed therein under the PCARR-UPLB Integrated Research Program.

4. Memorandum of Agreement with the National Nutrition Council

A Memorandum of Agreement was entered into between the UPLB and the National Nutrition Council (NNC) pertaining to a program entitled "Development of Local Trainers for Barangay Nutrition Work," to be conducted by the UPLB and financed by the NNC.

5. Memorandum of Agreement with Commission on Population

A memorandum of agreement was entered into between the Commission on Population (POPCOM) and the University, through the Institute of Mass Communication, whereby parties agree to jointly undertake a research project on "Success and Failure of Family Planning Motivators in the Philippines: A Nationwide Study," for which POPCOM obligates the total budget for the project.

6. Memorandum of Agreement with the Department of Agriculture

A memorandum of agreement was entered into between the Department of Agriculture, through its Computer Service Center, and the UPLB, through the Agrarian Reform Institute, whereby the former shall service the data processing needs and information systems requirements of the latter at no charge, in lieu of which UPLB shall provide meal and transportation expenses to DA-CSC personnel involved in the project for services rendered after office hours as specified in the agreement. The UPLB shall likewise provide essential supplies and materials.

7. Memorandum of Agreement with the Bicol River Basin Development Program Office (BRBD)

A memorandum of agreement was entered into between the UPLB and the Bicol River Basin Development Program Office (BRBD) pertaining to "Urban Functions in Rural Development," an action research project to develop the urban centers of the BRBD area. Under the agreement, UPLB agrees to implement the project through its Center for Policy and Development Studies and the BRBD commits an amount as financial support for the undertaking which is for 16 months.

RULES AND REGULATIONS

RULES AND REGULATIONS ON STUDENT CONDUCT AND DISCIPLINE

(Approved by the Board of Regents at its 876th Meeting, 2 September 1976)

For the guidance of all concerned, the following rules and regulations on the conduct and discipline of students are hereby promulgated:

Section 1. *Basis of Discipline.*—Students shall at all times observe the laws of the land and the rules and regulations of the University.

No disciplinary proceedings shall be instituted except for conduct prohibited by law or by the rules and regulations promulgatted by *duly constituted authority of the University.*

Section 2. *Specific Misconduct.*—A student shall be subject to disciplinary action for any of the following acts:

(a) Any form of cheating in examinations or any act of dishonesty in relation to his studies;
(b) Carrying within University premises any firearm, knife with a blade longer than 2 1/2 inches, or any other dangerous or deadly weapon, *provided,* that this shall not apply to one who shall possess the same in connection with his studies and who has a permit from the dean or director of his college or school;
(c) Drinking alcoholic beverages, or drunken behavior, within the University premises;
(d) Unauthorized or illegal possession or use of prohibited drugs or chemicals, such as LSD, marijuana, heroin, or opiates in any form within the University premises;
(e) Gambling within the University premises;
(f) Gross and deliberate discourtesy;
(g) Creating within the University premises disorder, tumult, breach of peace, or serious disturbance;
(h) Intentionally making a false statement of any material fact, or practising or attempting to practice any deception or fraud in connection with his admission or registration in, or graduation from the University;
(i) Any other form of misconduct.

Section 3. *Rules and Regulations Promulgated by Deans or Directors of Units*—Deans or directors of various units may, after due consultation with the Faculty Student Relations Committee, promulgate rules on conduct and discipline of peculiar application to their respective units, subject to the written approval of the President or Chancellor and to the rules on circularization and date of effectivity, as herein provided.

Section 4. *Student Disciplinary Tribunal.—There shall be a student Disciplinary Tribunal composed of a chairman, who shall be a member of the Integrated Bar of the Philippines, and two (2) members to be appointed for a period of one (1) year, from among the faculty and other staff of the University. In any disciplinary case before the tribunal, a respondent may request that two (2) students be appointed to sit with the tribunal.*

The Chairman and non-student members shall render full-time service in the tribunal. They shall receive monthly honoraria in the amount of ₱300.00 and ₱200.00, respectively.

The tribunal shall be under the supervision of the Dean of Students, who shall designate, whenever requested, the student members to sit with the tribunal.

Autonomous units shall set up their own student disciplinary tribunals in accordance with these rules.

Section 5. *Jurisdiction.—All cases involving discipline of students under these rules shall be subject to the jurisdiction of the student disciplinary tribunal, except the following cases which shall fall under the jurisdiction of the appropriate college or unit:*

(a) Violation of college or unit rules and regulations by students of the college, or
(b) Misconduct committed by students of the college or unit within its classrooms or premises or in the course of an official activity;

Provided that Regional units of the University shall have original jurisdiction over all cases involving students of such units.

Section 6. *College Investigation.—Investigation of cases falling under the jurisdiction of a college shall be conducted by a committee of three (3) members appointed by the dean, one of whom shall be a student of the college.*

Section 7. *Filing of Charges.*—A disciplinary proceeding shall be instituted *motu proprio* by the appropriate authority or upon the filing of a written charge specifying the acts or omissions constituting the misconduct and subscribed to by the complainant or upon submission of an official report of any violation of existing rules and regulations. Upon the filing of said charge or report *with the student disciplinary tribunal or the office of the Dean, as the case may be,* an entry shall be made in an official entry book kept for the purpose, specifying the person or persons charged, the complainant or complainants, his witnesses, if any, the date of filing, and the substance of the charge.

Section 8. *Preliminary Inquiry.*—Upon receipt of the complaint or report, the *tribunal* or the Dean of the College, as the case may be, shall *determine whether such complaint or report is sufficient to warrant formal investigation.* In all cases *where the complaint or report is found sufficient, formal charge or charges shall be drawn up and served upon each respondent. In every case,* the parents or guardians of the students charged shall be furnished with a copy of the same.

Section 9. *Answer.*—Each respondent shall be required to answer in writing within three (3) days from receipt of the *charge or charges.* Formal investigation shall be held on notice as provided below.

Section 10. *Hearing.*—Hearings shall begin not later than one (1) week after receipt of the respondent's answer or after the expiration of the period within which the respondent should answer.

Section 11. *Duration of Hearing.*—No hearings on any case shall last beyond two (2) calendar months.

Section 12. *Notice of Hearing.*—All parties concerned shall be notified of the date set for hearing at least two (2) days before such hearing. *Notice to counsel of record or duly authorized representative of a party shall be sufficient notice for the purpose of this section.*

Section 13. *Failure to Appear at Hearing.*—Should either complainant or respondent fail to appear for the initial hearing after due notice and without sufficient cause, this fact *shall be noted and the hearing shall proceed ex parte* without prejudice to *the party's appearance in subsequent hearings.*

Section 14. *Postponement.*—Application for postponement may be granted for good cause for such period as the ends of justice and the right of the parties to a speedy hearing require.

Section 15. *Committee Report.—The college investigating committee shall forward to the dean concerned within fifteen (15) days after the termination of the hearing* the complete record of the case, with its report and recommendation. The recommendation signed by a majority of the members of the Committee shall state the findings of fact and the specific regulations on which it is based.

Section 16. *Action by the Dean.*—The Dean shall, within ten (10) days from receipt of the Committee report transmit the report, together with his decision or recommendation, to the President of the University *or the Chancellor of an autonomous unit, as the case may be.*

Section 17. *Decision of the tribunal.—The tribunal shall decide each case within fifteen (15) days from final submission. The decision shall be in writing and signed by a majority of its members. It shall include a brief statement of the findings of fact and the specific regulations on which the decision is based.*

Section 18. *Finality of decision.—Any decision of the tribunal or of a Dean, other than expulsion, permanent disqualification from enrollment, or suspension for more than thirty (30) calendar days, shall become final and executory after fifteen (15) days from receipt of the decision by the respondent unless within five (5) days from receipt thereof a motion for reconsideration of the same is filed, in which case the decision shall be final after fifteen (15) days from receipt of the action on the motion for reconsideration.*

Section 19. *Appeal to the President or Chancellor.—In all cases in which final decision is not conferred on a Dean or the tribunal, the respondent may file an appeal with the President or the Chancellor within ten (10) days from receipt of the decision.*

Section 20. *Action by the President or Chancellor.*—Action of the President *or Chancellor* on recommendation coming from the Dean *on* appeal *from* the decision of a Dean or the *Tribunal* shall be rendered within ten (10) days after receipt of the appeal. In all cases of expulsion, the President *or Chancellor* shall consult the Executive Committee. Decisions of the President *or Chancellor in cases specified in the next succeeding section* may be appealed to the Board of Regents, within ten (10) days after respondent receives a copy of such decision.

Section 21. *Action by the Board of Regents.—The Board may review on appeal decisions of the President or Chancellor when the penalty imposed is expulsion, suspension for more than one (1) academic year, or any other penalty of equivalent severity.*

Section 22. *Rights of Respondents*—Each respondent shall enjoy the following rights:

(a) *Not to be subjected to any disciplinary penalty except upon due process of law;*
(b) *To be convicted only on the basis of substantial evidence, the burden of proof being with the person bringing the charge;*
(c) *To be convicted only on evidence introduced at the proceedings or of which the respondent has been properly apprised;*
(d) *Pending final decision on any charge, to enjoy all his rights and privileges as a student, subject to the power of the Dean or the tribunal to order the preventive suspension of the respondent for not more than fifteen (15) days where suspension is necessary to maintain the security of the college or the University;*
(e) *To defend himself personally, or by counsel, or representative of his own choice. If the respondent should desire but is unable to secure the services of counsel, he should manifest that fact two (2) days before the date of hearing, and request the tribunal or the investigating committee to designate counsel for him from among the members of the University constituency.*

Section 23. *Effect of Decision.—Decisions shall take effect as provided in these rules. However,* final decisions of suspension or dismissal within thirty (30) days prior to any final examination, shall take effect during the subsequent semester, except when the respondent is graduating, in which case the penalty shall immediately take effect.

Section 24. *Records.*—All proceedings before any *tribunal or* Committee shall be set down in writing by a competent stenographer. Original records pertaining to student discipline shall be under the custody of the Dean of Students. Such records are hereby declared confidential and no person shall have access to the same for inspection or copying unless he is involved therein, or unless he has a legal right which cannot be protected or vindicated without access to or copying of such records. Any University official or employee who shall violate the confidential nature of such records shall be subject to disciplinary action.

Section 25. *Sanctions.*—

(a) Disciplinary action may take the form of expulsion, suspension from the University, withholding of graduation and other privileges, exclusion from any class, reprimand, warning, or expression of apology. The gravity of the offense committed and the circumstances attending its commission shall determine the nature of the disciplinary action or penalty to be imposed.

(b) The Dean or Director of the unit may impose the penalty of suspension for a period not exceeding one (1) calendar year. If he deems suspension for a longer period or expulsion warranted he shall so recommend to the President *or Chancellor*, who shall refer the case to the Executive Committee, for final decision.

(c) Any disciplinary action taken against a student shall be reported to his parents or guardians.

(d) Refusal to submit to the jurisdiction of the University by any *student* not enrolled at the time a charge against him is filed shall prejudice his future enrollment in any unit of the University.

Section 26. *Summary Actions.—Notwithstanding the provisions of the foregoing sections a Dean may proceed summarily against students of a college in the following cases:*

(a) *Violation of rules and regulations issued by the Dean of the unit in accordance with section three of these rules;*

(b) *Misconduct committed in the presence of a faculty member or any official of the University within the classrooms or premises of a college, or in the course of an official function sponsored by the college.*

The respondent shall be summoned to appear before the Dean of the unit, informed of the charge against him, and afforded the opportunity to present his side.

Decisions taken under this section shall be in writing, stating the grounds for which disciplinary penalty is imposed. Such decisions shall be final and executory upon the issuance of the order. The penalty imposed shall not exceed suspension for fifteen (15) days.

Section 27. *Definitions.*—The following terms shall have the meaning set forth below for purposes of these regulations:

(a) *"Autonomous unit" refers to such universities or units of the University of the Philippines System which have been declared autonomous by law or by the Board of Regents;*

(b) *"Regional unit" refers to units outside of Diliman and Manila which are not autonomous;*

(c) "Students" shall include any person enrolled in any academic unit of the University on a regular or part-time basis at the time *of the commission of the offense*, regardless of whether or not he *is enrolled* in any unit of the University *at the time of the filing of the charge or* during the pendency of the disciplinary proceeding against him;

(d) "Laws of the land" shall refer to general *enactments in force in the Philippines;*

(e) "Official Report" shall include any report duly submitted in writing to any proper authority in the University by a faculty member, any member of the University security force, any officer of a college or unit, or any officer of the University administration.

Section 28. These rules shall *supersede all previous rules on student discipline and shall* take effect *upon approval.* Amendments to these rules shall be circularized within ten (10) days after approval and shall take effect fifteen (15) days after circularization, unless a specific date has been set, which date shall in no case be within five (5) days after its approval.

TRANSITORY PROVISION

Within thirty (30) days from the effectivity of these rules, all cases pending before inter-college disciplinary committees shall be transferred to the student disciplinary tribunal. To effect the transfer each committee shall transmit the full records of the case together with a statement of the transfer and the exact stage of the proceedings at the time.

HISTORICAL PAPERS AND DOCUMENTS

POLICY ON EXTENSION OF SERVICES BEYOND COMPULSORY RETIREMENT AGE OF 65

Republika ng Pilipinas
(Republic of the Philippines)
KAGAWARAN NG EDUKASYON AT KULTURA
(DEPARTMENT OF EDUCATION AND CULTURE)
Manila

June 28, 1976

DEPARTMENT ORDER
No. 40, s. 1976
POLICY ON EXTENSION OF SERVICES BEYOND COMPULSORY RETIREMENT AGE OF 65

To:

Bureau Directors
Regional Directors
Chiefs of Services and Heads of Units
Coordinator, State Colleges and Universities
Schools Superintendents

1. Inclosed is a copy of a Memorandum from the Office of the President dated June 22, 1976, on the new policy regarding the services of government officials and employees who attain the retirement age of 65.

2. Conformably to this Memorandum, particularly paragraph 3 thereof, this Office will review the reasons for the extension of the services of those who have previously been extended beyond their 65th birthday. Should there be no absolute necessity for their continuing in the service, they shall be advised to retire, their retirement to be effective the last day of the month following receipt of the retirement advice.

3. Effective immediately, all officials and personnel who are due for compulsory retirement should file their applications for retirement at least a month before date of retirement, i.e. their 65th birthday. This Office reserves the right to recommend extension of service of those who are considered absolutely necessary in the interest of the public service.

4. Immediate dissemination of this Department Order is desired.

(SGD.) JUAN L. MANUEL
Secretary of Education and Culture

(Inclosure to Department Order No. 40, s. 1976)

OFFICE OF THE PRESIDENT
of the Philippines
Malacañang

June 22, 1976

MEMORANDUM
FOR : Secretary Juan Manuel
D E C
FROM: The Presidential Executive
Assistant

We wish to advise you that it is now the policy of the President that the services of officials or employees who attain the compulsory retirement age of 65 years shall not be extended unless the extension of the services of these officials or employees is absolutely necessary in the interest of the public service.

This policy shall not apply to the members of the Cabinet and undersecretaries of department whose tenure of office is at the pleasure of the President.

In view of this policy, it is now desired that the reasons for the extension of the services of those officials and employees whose services have been extended be reviewed, and unless there is absolute necessity for their continuing in the service, they should now be retired.

Kindly report compliance with this policy.

(SGD.) JACOBO C. CLAVE
Presidential Executive Assistant

REVISED COMPOSITION OF THE NATIONAL BOARD OF EDUCATION

PRESIDENTIAL DECREE NO. *988*

AMENDING PART XII, CHAPTER I, ARTICLE III, SECTION 2 OF THE INTEGRATED REORGANIZATION PLAN APPROVED UNDER PRESIDENTIAL DECREE NO. 1, DATED SEPTEMBER 24, 1972

By virtue of the powers vested in me by the Constitution, I, FERDINAND E. MARCOS, President of the Philippines, do hereby amend Part XII, Chapter I, Article III, Section 2 of the Integrated Reorganization Plan approved under Presidential Decree No. 1, dated September 24, 1972, to read as follows:

PART XII—EDUCATION

CHAPTER I—DEPARTMENT OF EDUCATION AND CULTURE

Article III—*National Board of Education*

"Section 2. The National Board of Education shall have the Secretary of Education and Culture as the Chairman and the following as members: the Director-General of the National Economic and Development Authority; the Commissioner of the Budget; the President of the University of the Philippines; the Chairman of the National Science Development Board; the Undersecretary of Education and Culture; and three prominent citizens, at least one of whom shall represent non-governmental educational institutions. The prominent citizens appointed to the Board shall serve part-time for a period of six years: *Provided,* That in the first appointments, the appointment of one member shall be for two years, the second member for four years, and the third member for six years. The Director of the Bureau of Elementary Education, the Director of the Bureau of Secondary Education, and the Director of the Bureau of Higher Education shall also sit in the Board as non-voting members. The Chairman and members may receive per diems for actual attendance at meetings.

"Whenever a member of the Board is unable to attend Board meetings owing to illness, absence or other causes, he may designate a representative to attend Board meetings who may participate in the deliberation of the Board, but shall not have voting rights."

This Decree shall take effect immediately.

Done in the City of Manila, this 18th day of August, in the year of Our Lord, nineteen hundred and seventy-six.

By the President:

(SGD.) JACOBO C. CLAVE
Presidential Executive Assistant

(SGD.) FERDINAND E. MARCOS
President
Republic of the Philippines

LETTER FROM PRESIDENT FERDINAND E. MARCOS ON POLICY DIRECTIONS OF THE CIVIL SERVICE COMMISSION

MALACAÑANG
Manila

September 5, 1976

The Chairman and Commissioners
Civil Service Commission
Quezon City

Sirs:

I think it is clear that by fully constituting the membership of the Civil Service Commission, I wish to emphasize that its leadership is needed to improve and maintain the standards of the public service so that it would eminently carry out national policies and be in a position to be constantly responsive to the needs of our people.

Please take note of the policy directions that shall guide the Civil Service Commission in fulfilling its responsibilities.

As the central personnel agency of the government, the Civil Service Commission is the principal instrument for the recruitment of manpower for the various administra-

tive agencies of the government, chosen on the basis of merit and fitness for the position filled. In creating opportunities for inducing addition, it is charged with the growth and development of public service personnel in accordance with a planned system aimed at nurturing career public servants.

In general, the objectives of the Commission are the continuous strengthening of the merit system through realistic personnel policies, programs and procedures; the development of a true professional service; the institution of effectiveness and integrity in performance through the development of desirable attitudes among public servants.

In attaining these objectives, the Commission shall:

1. *Be development-oriented.* It must meet the manpower requirements of the government not only through a selective process but also with a view to supporting developmental programs.
2. Stress *facilitative* service rather than bureaucratic control. The role of the Commission is to provide assistance to, rather than impose constraints on, line departments responsible for the action programs of the New Society. The principle of facilitation therefore must overlay all acts in acquiring, utilizing and rewarding personnel.
3. Emphasize the *positive* rather than the punitive aspect of personnel discipline. We shall continue weeding out undesirables, but we shall, with equal vigor, recognize and reward those who contribute signficantly to the attainment of developmental goals. For this purpose, the Commission shall expand its incentive awards system and foster personnel programs designed to animate employees at all levels into becoming active participants in national development.
4. Support and encourage innovative programs designed to improve employee effectiveness and general well-being. By so doing, we increase their capacity for meeting the challenge of change and development.
5. *Decentralize* personnel functions, firstly, to bring CSC services as close as possible to the grassroots, and secondly, to build a clean and effective network of manpower endowed with a diversity of skills.

In adhering to these policy directions, I suggest that the thrust of your effort be pointed, among other priority concerns, toward a long-range recruitment and examination program geared to support the Four-Year Economic Development Plan of the government. The Commission should play proactive role in the development of manpower sources by improving links with academic institutions such as the University of the Philippines, the Development Academy of the Philippines, the National Defense College of the Philippines and other educational institutions which usually originate ideas and polish existing ones in this area of action.

The development and retention of a skilled work force should be enhanced by further decentralization of training functions to fully service line agencies and achieve the integration of staff development programs which would allow for better allocation of limited training resources while insuring the soundness of the economy. Careerism in the public service should be invigorated by modification of promotion policies to make merit more meaningful while performance appraisal systems should be revised to provide a more objective basis for dispensing rewards to deserving government employees.

In exercising discipline against erring personnel, the Commission's first concern should be the swift adjudication of administrative cases, while taking more positive steps to assure that justice and equity attend every transaction between a citizen and the civil service, especially in the redress of grievances.

Communication linkages with employee organizations which can serve as instruments for professional self-discipline should be improved. The Commission shall set the example in the promulgation of reasonable office rules and regulations that would elicit whole-hearted compliance from officials and employees.

Finally, I would recommend the organization of a council composed of the highest career officials in each line department, which would have the task of assisting the Commission in the formulation of sound personnel policies and share the responsibility of ensuring the consistent and uniform application of these policies.

Pointed constantly towards these directions, I am positive that the collective effort of the civil service will inaugurate a new era of self-enriching discipline and productivity that will deepen the meaning of our New Society, which to me is the brighter hope we have for a better life for all our people.

Very truly yours,

(Sgd.) FERDINAND E. MARCOS
President
Republic of the Philippines

CREATION OF THE NATIONAL ACADEMY OF SCIENCES

PRESIDENTIAL DECREE NO. 1003 CREATING THE NATIONAL ACADEMY OF SCIENCES

WHEREAS, the development of science and technology, among others, has been instrumental in bringing about the material progress of our country;

WHEREAS, in recognition of this contribution, the Constitution provides that "(T)he State shall promote scientific research and invention", and enjoins that "(T)he advancement of science shall have priority in the national development;"

WHEREAS, as a consequence, there has arisen the need to provide meaningful incentives to those engaged in scientific and technological research and to give due recognition to outstanding individual achievements in the sciences;

WHEREAS, it has further become necessary to professionalize the government's scientific and technological

research services to further enhance its capability to contribute to the realization of national objectives;

NOW, THEREFORE, I, FERDINAND E. MARCOS, President of the Philippines, by virtue of the powers vested in me by the Constitution, do hereby decree and order:

SECTION 1. There is hereby created the National Academy of Sciences hereinafter referred to as the Academy, composed of outstanding scientists to serve as reservoir of competent scientific and technological manpower for the country, which shall be attached to the Office of the President for general coordination.

SEC. 2. For the purpose of this Decree, a scientist shall be defined as an individual who has earned a graduate doctoral degree in any field of the sciences in an accredited University and has demonstrated and earned distinction in independent research or investigative study in the basic and applied natural sciences, including agricultural, engineering, and medical sciences, in mathematics and in the experimental social sciences as manifested by his published works in recognized scientific and technical journals; Provided, however, that in highly meritorious and extremely exceptional cases the foregoing doctoral degree requirement may be waived.

SEC. 3. The general administration and direction of the affairs of the Academy shall be in the hands of an Executive Council of seven members who shall be appointed by the President of the Philippines from among at least ten members nominated by the Academy.

SEC. 4. The members of the Executive Council shall serve for a term of three years; Provided that in case of any vacancy, the appointee shall serve only the unexpired term.

SEC. 5. Any scientist who is a Filipino citizen of good moral character and in sympathy with the purposes of the Academy, may become a member of the Academy upon sponsorship of at least two members, subject to the approval of a majority of the full membership.

Except when terminated for cause or by voluntary resignation, membership in the Academy shall be for life.

SEC. 6. The Academy shall be initially composed of scientists who shall be nominated by the different national scientific societies and recognized research and academic institutions of higher learning and screened by an *Ad Hoc* Committee composed of the Chairman of the National Science Development Board, as Chairman and the President of the University of the Philippines, the Chairman of the National Research Council of the Philippines, the Commissioner of the Philippine Atomic Energy Commission, and the Commissioner of the Institute of Science and Technology as members.

The *Ad Hoc* Committee shall screen and evaluate the nominations on the basis of academic training and qualification as provided for in Section 2 and may confer membership by a favorable vote of at least four members.

The *Ad Hoc* Committee shall exist for a period of not more than one year after promulgation of this Decree.

SEC. 7. The Academy may provide its members the following benefits and privileges:

a. Free publication of scientific and technological works;

b. Travel support for attendance and participation in international conferences;

c. Eligibility in the Career Executive Service subject to confirmation by the Career Executive Service Board; and

d. Such other incentives, financial or otherwise, designed to promote scientific effort and achievement.

SEC. 8. The Academy is hereby authorized to establish not more than ten yearly awards to scientists for distinguished achievement in science who shall be accorded by the President the rank and title of "National Scientist." Said "National Scientists" shall each be given a gratuity of Twenty Four Thousand Pesos and shall be entitled to other privileges as are enjoyed by the "National Artists."

SEC. 9. A member of the Executive Council shall receive at least One Hundred Pesos per session of the Council in addition to the reimbursement of actual reasonable travelling expenses.

Each member of the Academy shall receive a gratuity of Six Thousand Pesos per annum: Provided that he publishes during the year at least one scientific paper or delivers one original public scientific lecture approved by the Executive Council.

SEC. 10. The total membership of the Academy shall not exceed Fifty at any one time. This number may be increased by a two-thirds vote of all the members and approved by the President.

SEC. 11. The Academy shall promulgate rules and regulations to carry out the provisions and objectives of this Decree.

SEC. 12. To carry out the above purposes, the amount of Two Million Pesos is hereby appropriated and shall be made available from the funds of the National Treasury.

SEC. 13. All laws, executive orders, decrees, rules and regulations contrary to or inconsistent with the provisions of this Decree are hereby repealed, amended or modified accordingly.

DONE in the City of Manila, this 22nd day of September, in the year of Our Lord, nineteen hundred and seventy-six.

(SGD.) FERDINAND E. MARCOS
President of the Philippines

By the President:

JACOBO C. CLAVE
Presidential Executive Assistant

REORGANIZATION OF THE COLLEGE OF ARTS AND SCIENCES

(Approved by the Board of Regents at its 877th meeting, 30 September 1976)

Section 1. *General Provisions*

ART. 1. The College of Arts and Sciences shall provide instruction in the humanities, social sciences, natural sciences, and mathematics, administer the general education program, undertake research, and provide extension services relevant to the needs and aspirations of the Filipino people.

ART. 2. As the unit of the University entrusted with actualizing the philosophy of liberal education, the College shall provide substance to the constitutional guarantee of academic freedom through structures and mechanisms for critical inquiry and intelligent discussion.

ART. 3. The fundamental principles of governance in the College shall be democratic participation and collective leadership.

ART. 4. The College is reorganized into Divisions, each with a Divisional Assembly as the structure for democratic participation on the divisional level, and into Departments under the Division, each with a departmental faculty as the structure for democratic participation on the departmental level.

Section 2. *The Departments*

ART. 1. The Departmental Faculty consisting of all regular faculty members shall be the basic structure for democratic participation in the formulation and adoption of Departmental policies.

ART. 2. The duties and powers of the Departmental Faculty shall be the following:

a. To adopt an annual plan and an overall structure for carrying it out;

b. To nominate to the Dean, together with the academic non-teaching and administrative personnel of the Department, three (3) regular faculty members for appointment as Department Chairman;

c. To recommend the institution, revision, or abolition of courses and academic programs of the Department;

d. To prescribe textbooks and review instructional plans in the Department;

e. To define the standards, consistent with University criteria, and approve suitable mechanisms for the evaluation of individual faculty performance and Departmental functioning in teaching, research, and other relevant activities;

f. To recommend, consistent with University policies, the appointment of new faculty members, the reappointment or renewal of appointment of faculty members and lecturers, the transfer to permanent status, and the promotion of faculty members, unless it decides to delegate this power to a Departmental academic personnel committee;

g. To nominate candidates for Professorial Chairs; and

h. To recommend the graduation of students enrolled in the academic programs of the Department.

ART. 3. The decisions of the Departmental Faculty may be appealed to the Divisional Assembly in regard to academic matters, or to the College Executive Board with respect to non-academic matters.

ART. 4. The Department shall be headed by a Chairman, appointed by the President, whose role shall be that of academic leader and administrator for a term of three (3) years, without prejudice to renewal of appointment.

ART. 5. The duties and powers of the Chairman shall be the following:

a. To determine the agenda and preside over meetings of the Departmental Faculty; *provided,* That a majority of the Departmental Faculty, upon notice to the Department Chairman, may also call for a meeting and determine its agenda;

b. To appoint members of committees created by the Departmental Faculty and supervise their work; *provided,* That the members of the Departmental academic personnel committee shall be chosen by the Departmental Faculty;

c. To appoint an Assistant to the Chairman; *provided,* That the Department has more than twenty-five (25) regular members and/or one hundred (100) student majors;

d. To take the neecssary steps to assist and expedite the thesis work of graduate students; and

e. To approve requests for substitution of courses.

ART. 6. If an urgent matter arises which is not covered by the guidelines promulgated by the Departmental Faculty and higher authorities, the Chairman shall conduct a referendum and report its result for confirmation by the Department Faculty.

ART. 7. Students enrolled as majors, and in good standing, in academic programs of the Department may attend and participate in discussions of curricular matters; *provided,* That they shall have no voting right.

Section 3. *The Divisions*

ART. 1. There shall be three Divisions in the College, the Division of Humanities, the Division of Social Sciences, and the Division of Natural Sciences and Mathematics.

ART. 2. The Divisions shall consist of the Departments enumerated hereunder, without prejudice to the addition, abolition or transfer of Departments from one division to another.

A. *Division of Humanities*

1. Department of English
2. Department of European Languages
3. Department of Filipino and Philippine Literature
4. Department of Humanities
5. Department of Speech and Drama

B. *Division of Social Sciences*

1. Department of Anthropology
2. Department of History
3. Department of Linguistics and Asian Languages
4. Department of Philosophy

5. Department of Political Science
6. Department of Psychology
7. Department of Sociology

C. *Division of Natural Sciences and Mathematics*

1. Department of Botany
2. Department of Chemistry
3. Department of Geology and Geography
4. Department of Mathematics
5. Department of Meteorology and Oceanography
6. Department of Physics
7. Department of Zoology

ART. 3. The Divisional Assembly shall serve as the basic structure for democratic participation in the formulation and adoption of Divisional academic policies.

ART. 4. Each Divisional Assembly shall consist of all regular faculty members belonging to the Departments within the Division, with the members of the College Executive Board who are not members of the particular Divisional Assembly as *ex-officio* members, without vote.

ART. 5. The duties and powers of the Divisional Assembly shall be the following:

a. To formulate and adopt policies and mechanisms pertaining to teaching, research, extension services, and related activities;

b. To formulate and adopt guidelines consistent with University policies regarding appointment, reappointment, renewal of appointment, transfer to permanent status, and promotion of regular and temporary members and lecturers;

c. To adopt the annual plan for the Division consistent with the college annual plan and provide for the implementation thereof;

d. To nominate to the Dean, together with the academic non-teaching and administrative personnel within the Division, three (3) regular faculty members for appointment as Associate Dean of the Division;

e. To recommend the creation of new Departments;

f. To approve the institution, revision, and abolition of courses and academic programs offered by the Departments within the Division or by the division itself subject to confirmation by the University Council.

g. To review standards and mechanisms for the evaluation of Departmental performance, and adopt standards and mechanisms for the evaluation of Divisional performance; and

h. To resolve appeals from decisions on academic matters by the Departmental Faculties.

ART. 6. Each Division shall be headed by an Associate Dean, appointed by the President upon recommendation of the Dean, whose role is primarily that of academic leader for a term of three (3) years, without prejudice to renewal of appointment.

ART. 7. The duties and powers of the Associate Dean shall be the following:

a. To appoint the Divisional Secretary from among the faculty of the Division;

b. To conduct a referendum and report its result for confirmation by the Divisional Assembly, if an urgent matter arises which is not covered by the guidelines promulgated by the Assembly and higher authorities;

c. To determine the agenda and preside over meetings of the Divisional Assembly; *provided,* That a majority of the Assembly may also call for a meeting and determine its agenda;

d. To represent the Division in the College Executive Board and other appropriate University bodies; and

e. To draft the annual plan and report of the Division and such reports as may be required by the Dean or the College Executive Board.

ART. 8. Each Division shall have a Divisional Secretary for a term of one year, without prejudice to renewal of appointment.

ART. 9. The Divisional Secretary shall record the proceedings of the Divisional Assembly and perform such other duties as the Associate Dean may assign.

ART. 10. Faculty members belonging to one Division may attend and participate in discussions of the other Divisional Assemblies; *provided,* That they shall have no voting right.

ART. 11. Students enrolled in academic programs under a Division may cause the inclusion of matters in the Divisional Assembly agenda, subject to the approval of the Departmental Faculty.

Section 4. *The College*

ART. 1. The College Faculty, consisting of all regular faculty members of the College, shall be the forum for the consideration of vital matters affecting the over-all objectives of the College.

ART. 2. The duties and powers of the College Faculty shall be the following:

a. To nominate, together with the academic non-teaching and administrative personnel of the College, three (3) regular faculty members for the Deanship of the College;

b. To recommend the institution, revision, and abolition of courses in the General Education Program;

c. To endorse the graduation of students enrolled in academic programs of the College;

d. To consider matters referred to it by the College Executive Board; and

e. To review the annual plan and the annual report of the College.

ART. 3. The College shall have an Executive Board consisting of the Dean as Chairman and the three Associate Deans as members, which shall be the structure of collective leadership in the College.

ART. 4. The duties and powers of the College Executive Board shall be the following:

a. To formulate and adopt policies not devolved to the Divisional Assemblies and/or the Departmental Faculties;

b. To adopt the annual plan of the College and its budgetary requirements;

c. To adopt broad policy guidelines consistent with University policies that will ensure the integration of all academic programs of the College;

d. To encourage the Divisions to work out interdivisional programs and activities, and to set guidelines for their implementation;

e. To endorse the appointment of new faculty members, the reappointment or renewal of appointment of faculty

members and lecturers, the transfer to permanent status, and the promotion of faculty members;

f. To adopt the annual report of the College;

g. To periodically review the College organizational structure, and recommend organizational changes whenever necessary;

h. To resolve appeals from decisions on non-academic matters by the Departmental Faculties.

ART. 5. The College shall be headed by the Dean whose role shall be that of academic leader and administrator.

ART. 6. The Dean shall be appointed by the Board of Regents, upon the recommendation of the President, from three (3) nominees by the College, and shall hold office for five (5) years, without prejudice to renewal of appointment.

ART. 7. The duties and powers of the Dean shall be the following:

a. To determine the agenda and preside over the meetings of the College Executive Board and the College Faculty;

b. To summon to meetings of the College Executive Board the Department Chairmen and heads or directors of any Office in the College as well as any member of the regular faculty, academic non-teaching, and administrative personnel of the College;

c. To integrate the annual plan of the College and its budgetary requirements for presentation to the College Executive Board;

d. To exercise general supervision over all academic programs, especially those interdivisional in character, to ensure compliance with the broad policy guidelines adopted by the College Executive Board;

e. To recommend the appointment of the Associate Deans, the Assistant Dean for Student Affairs, the College Secretary, and the Department Chairmen;

f. To assume ultimate responsibility for the procurement and allocation of supplies, materials, and equipment, and the maintenance of buildings and facilities, except those which have been assigned to the Divisions and the Departments;

g. To assume ultimate responsibility for the administration of student services;

h. To assume responsibility for all publications of the College, except academic bulletins and catalogues; and

i. To draft the College annual report for presentation to the College Executive Board.

ART. 8. The College shall have a College Secretary whom the Dean shall recommend for appointment from among the regular faculty members, and who shall hold office for a term of one year without prejudice to renewal of appointment.

ART. 9. The duties of the College Secretary shall be the following:

a. To record the proceedings of the College Executive Board and the College Faculty meetings;

b. To supervise the registration of students; and

c. To perform such other duties as the Dean may assign.

ART. 10. Students enrolled in academic programs of the College may submit position papers on curricular matters for consideration at College Faculty meetings.

ART. 11. The College shall also have a Student Affairs Office, to be headed by an Assistant Dean.

ART. 12. The Student Affairs Office shall be responsible for overseeing the various student services and activities in the College and for ensuring student participation in College affairs.

ART. 13. All provisions of the Revised University Code or any part thereof which are inconsistent with the foregoing provisions pertaining to the College of Arts and Sciences are hereby amended or modified accordingly.

LIST OF STUDENTS WHO COMPLETED ALL THE REQUIREMENTS FOR GRADUATION FOR THEIR RESPECTIVE TITLES AND DEGREES AS OF THE END OF SUMMER 1976

The Board *confirmed* the graduation of the following students certified by the University Registrar as having completed all the requirements for their respective titles and degrees as of the end of Summer 1976, or as otherwise indicated below:

Bachelor of Arts

Reuel M. Aguila, Victoria F. Aldana, Anselmo A. Andres, Rosemary B. Baclig, Teodorico P. Bauzon, Jose Antonio Z. Borja, Emmanuel C. Carpio, Raul de J. Consunji, Jr., Eduardo K. David, George M. de Leon, Alfonso B. Deza, Antonio N. Guevara, Ma. Teresita A. Landicho, Theresa I. Luciano, Danilo M. Madriaga, Jaime M. Mamuyac, Lydia Martinez, Helen F. Monta (as of the end of Summer, 1975), Ramoncito P. Ocampo, Victor D. Ong.

Agnes L. Peña, Darlene Faye Rider, Daniel S. Rodriguez, Generoso A. Rosales, Rosa C. Rosete, Manuel Luis S. Sanchez, Antonio L. Sayo, Timoteo L. Sedillo, Ruby R. Tenorio, Noemi M. Ulep, Ester R. Viajar, Julius C. Yan, Rolando G. Zubiri.

U.P. Extension Division Clark Air Base

As of Term II, 1975-1976

Bobby R. Autrey, *cum laude*, Rosauro Bunda, Rowena J. Bybee, Deborah Diesselhorst, Marjorie Eggert, Thomas M. Garrity, William C. Mason, Marion L. Patterson, Deborah S. Tharp, David Wilson, *cum laude*.

As of Term III, 1975-1976

Beatrice Antholz, Aida Garrity, Melvin Johnson, Donna Mckalip, Daisy Richardson, Maurice Thomas, Kiyoko Weeks.

As of Term IV, 1975-1976

Eleuterio N. Bacani, Sherry K. Cell, John J. Frederick, *cum laude*, Joseph N. Gray, Margaret H. Laurel, Joseph T. Montgomery, Arnold E. Wagaman, Jr.

Bachelor of Arts in Public Administration

Guilda Catalan-Quintero.

Bachelor of Fine Arts
Lynn Z. Bagtas, Virgilio S. Somo.

Bachelor of Interior Design
Evelyn Bantug.

Bachelor of Landscape Architecture
Fay Chen Huang.

Bachelor of Music
Miriam C. Mendoza, Ma. Antoinette L. Neri.

Bachelor of Science
Mikiko Flynn, Ma. Liduvina D. Frayna, Virgilio A. Gabriel, Robert V. Hutchings, Rogelio G. Kangleon, Dante A. Lapus, Carmen E. Vinoya.

Bachelor of Science in Agricultural Business
Wency T. de la Cruz, Hidelita C. Rigodon, Araceli B. Tamolang.

Bachelor of Science in Agricultural Chemistry
Constancio C. de Guzman, Ma. Lilia A. Mirabueno, *cum laude.*

Bachelor of Science in Agricultural Engineering
Samuel R. Agustin, Ramon C. Añes, Antolin V. Asis, Conrado M. Baltazar, Eduardo L. Betonio, Alan L. Presbitero, Delfin C. Suministrado.

Bachelor of Science in Agricultural Extension
Heriberto E. De Castro, Crisela A. Flores, Glicerio J. Intengan, Matea C. Morales, Mercy N. Obnerga.

Bachelor of Science in Agriculture
Jaime F. Bagtas, Victoria P. Banasihan, Juanito V. Bariuan, Romeo B. Bool, Leonardo F. Cartoneros, Zenaida S. de la Cruz, Lourdes T. Dilag, Lorenzo E. Fabro, Marilene A. Lafuente, Ionatana I. Leilua, Jerry F. Lumanta.

Luisa L. Mabalot, Jaime C. Maglinao, Myrna M. Malabanan, Alessandro A. Manilay, Constancia G. Marana, Ciriaco E. Marges, Anicetas P. Mejico, Amihan B. Naval.

Valeriana B. Parducho, Federico O. Pascual, Cirila C. Punongbayan, Tita B. Sahagun, Rodolfo M. Taguines, Joseph A. Tan, Alfredo M. Tolentino, Modesto A. Umali, Dominador L. Zara.

Bachelor of Science in Applied Mathematics
Leonida L. Dimapilis, Susan A. Lumbres.

Bachelor of Science in Biology
Ivan-Marcelo A. Duka, Ma. Eduarda P. Enrile.

Bachelor of Science in Business Administration
Ma. Theresa D. Achacoso, Arlene L. Alonzo, Ma. Susana E. Avellana, Robin C. Cases, Emmanuel U. Gervasio, Efren M. Lapuz, Conrado E. Latonio, Criseldo G. Perez, Natalia M. Pineda, Frumencio E. Pulgar, Emilio D. Velez, Ma. Sylvia Villar, Luz Olivia P. Villavert, Edgar E. Yap.

Bachelor of Science in Business Economics
Caesar A. Amante, Beatriz M. Echalico, Leticia B. Pichar, Arlene C. Pura, Daisy S. Tolentino, Yvonne Y. Yupangco.

Bachelor of Science in Chemical Engineering
Isabelita C. Buenaventura.

Bachelor of Science in Chemistry
Criselda R. Africa, Rosario L. Clarin, Julieta B. Clarito, Evangeline P. Gazon, Teresita T. Ho, Myrna S. Karasig, Purita S. Lopez, Bernardita J. Maralit, Manuel R. Raposa, L. Bernadette D. Tan, Ma. Fe L. Villadolid.

Bachelor of Science in Civil Engineering
Felipe S. Enriquez IV, Ruber S. Reinoso, Jr.

Bachelor of Science in Community Development
Alfonso P. Lopez, Jr.

Bachelor of Science in Community Nutrition
Ma. Lourdes E. Abola, Engracia C. Cabacungan, Ma. Victoria S. Dalisay, Paraluman A. David, Ofelia M. Espejo, Georgina O. Garcia, Marlene A. Goco, Marita L. Hermano, Elizabeth M. Limos, Geraldine A. Montemayor, Alicia V. Muñoz, Estrella F. Palafox, Marivic G. Santos, Emilie Marie C. Tan, Emiliana T. Torrado, *cum laude.*

Bachelor of Science in Development Communication
Epitacia L. Calatrava, Eugenio M. de Vera, Rex L. Navarro, Melchora P. Zamora.

Bachelor of Science in Education
Gloria A. Agas-Kwe (as of the end of the first semester, 1971-1972), Elizabeth V. Meneses.

Bachelor of Science in Electrical Engineering
Rolando E. Quiros, Felix-Reuel A. Santos, Constante S. Uson, Jose Victorino A.S. Wong.

Bachelor of Science in Fisheries
Manolito P. Alingog, Lucy D. Borlongan, Nelly T. Caoyonan, Valeriano L. Corre, Jr., Elizabeth M. de Leon, Edgardo B. Favila, Helmie T. Halim, Teresa C. Hilomen, Apolinar V. Lorenzo, Edith M. Mallari, Oscar S. Manalaysay, Gracia F. Manaog, Edna A. Padilla, Ma. Haidea T. Solidum, *cum laude,* Nely Y. Tabbu, Felomena D. Yam.

Bachelor of Science in Food Technology
Eleanor A. Serafica.

Bachelor of Science in Foreign Service
Gertrudes M. Quiros.

Bachelor of Science in Forestry
Christopher B. Kuizon, William R. Palaypayon, Honorato G. Palis, Edgar D. Pambid, Lucio A. Quibo, Jr.

Bachelor of Science in Geology
Adolfo G. Garcia.

Bachelor of Science in Home Economics
Digna N. Alcantara, Luzviminda M. Arcega, Cecilia C. Cayco, Rosemarie C. Esprela, Amelia D. Hidalgo, Bella Maglaya, Peregrina R. Mapue, Madolyn B. Panes-Pada, Louella C. Peña, Hedelisa C. Quinto, Venusto Roldan, Joan Santos-Cuyugan, Emilia C. Sevillo, Ana Ma. C. Teotico.

Bachelor of Science in Home Technology
Estrellita A. Batol, Delia A. Cabudol, Leonida R. Pua, Marciana T. Sagado.

Bachelor of Science in Hotel and Restaurant Administration
Ma. Feliza Alacapa, Ma. Lourdes O. Allas, Ma. Cynthia L. Belen, Ma. Rebecca T. Canlas, Pauline A. Diño, Angel

Rey Mendoza, Jr., Nelia C. Molato, Ma. Theresa T. Paras, Editha J. Perez, Ramon S. Punsalang, Victoria R. Rañoa, Ma. Lina A. Romasanta, Ma. Carmen Salumbides, Ma. Elizabeth Sawit, Margarita M. Semaña, Sally G. Son, Cecilia G. Talusan, Concepcion R. Rañoa.

Bachelor of Science in Industrial Engineering
Vivencio Chua.

Bachelor of Science in Industrial Pharmacy
Faith Leah D. Felix.

Bachelor of Science in Mechanical Engineering
Leonides C. Bruno, Jesus T. Dizon, Jr., Raul A. Fernandez, Robert C. Ligan, Dante R. Serion, Segundo S. Sta. Maria.

Bachelor of Science in Mining Engineering
Felipe M. Blanco, Abelardo P. Magpali, Nimson E. Ofreneo.

Bachelor of Science in Pharmacy
Jean M. Atienza.

Bachelor of Science in Social Work
Zenaida C. Ablang, Bernadette R. Agbayani, Julita H. Leodones, Sylvia A. Nebriaga, Ma. Angeles M. Pefianco, Aurora L. Quiazon, Merfa F. Yap, Cecilia G. Yngreso.

Bachelor of Science in Statistics
Virginia V. Alava, Adelaida D. Cabrera, Vilma M. Constantino, Maribel L. Enriquez, Aleli M. Esperon, Myrna P. Estoesta, Grace T. Francisco, Carmen Chuchi Isaac, Ma. Luisa P. Juan, Fe V. Lisondra, Fe G. Manzanares, Arlene C. Ortiga, Benjamin G. Reyes, Jr., Ana Maria Rodriguez, Ruby U. Singco, Patricia B. Ting, Lea Grace Yap.

Associate in Liberal Arts
Douglas P. Millerberg, *cum laude* (as of Term VI, 1975-1976).

Certificate in Fine Arts
Cristina O. Janairo, Ma. Anna M. Miguel, Ma. Antonia J. Ramos.

Certificate in Education
Edna N. Bacani, Luningning V. Peña, Angelina C. Senal.

Certificate in Governmental Management
Jose S. Aborot, Leticia M. Abejo, Hayde Budy Arandia, Cardito L. Callangan, Leticia L. Cantero, Carmen P. Crisologo, Cesar R. de Luna, Remedios O. Manoos, Adelaida C. Montero, Angelina R. Muñoz, Eleanor Maling-Paray, Adelina S. Rebolledo, Francisco M. Romantico, Pantaleon R. Sapad, Linda Marie P. Tabios, Urbano B. Valera, Hermelina B. Viray.

Certificate in Hospital Administration
Melando A. Rodillo.

Certificate in Physical Education
Purificacion G. Aizon.

Ranger Certificate
Marina O. Alcachupas, Alicia G. Calderon, Merceliana V. Casas, Danilo D. Dagdag, Corazon S. Dalida, Aida M. Dizon, Leonardo M. Florece, Bernabe H. Garnace, Arnulfo Z. Hernandez, Renato L. Lapitan, Cynthia A. Lopez, Nicasio B. Sales, Jr., Elmer A. Sunc, Rolando B. Valdez.

Certificate in Teaching
Flordeliza B. Arriola, Amelita O. Balagtas, Luis M. Balbuena, Mila B. Banaag, Mercedita M. Banawa, Rebecca C. Bulos, Aleta E. Cabilao, Elena C. Cambaya, Mercedita G. Dacanay, Virgie D. de la Cruz, Myrna A. de la Mar, Leticia C. de los Reyes, Lolita Y. Estepa, Yolanda M. Gador, Brenda M. Galicia (as of the end of Summer, 1974), Nilda S. D. Garcia, Estrella V. Gianan, Ruth P. Glipo, Emilie G. Gordove.

Fe T. Hasal, Lydia L. Hilbero, Felisa R. Horca, Gemma R. Leonor, Vittorio R. Orcajada, Josefina M. Parungao, Zenaida P. Pulian, Visitacion S. Rodriguez, Beatriz F. Rosete, Ma. Punay V. Sanz, Queennie P. Siega, Crispina B. Solis, Jesusa R. Tapel, Carmelita G. Tipon, Felixberto R. Vigilia, Nenita G. Vivar.

Diploma in Community Development
Veronica M. Dagondon, Conrado Q. Galang, Nilda D. Leda, Virginia R. Lelina.

Diploma in Fisheries
Ricardo L. Bahia, Jr., Perpetua S. A. Francisco, Carmen U. Lopez, Horacio L. Martin, Jr.

Diploma in Industrial Relations
Victorio N. Sugbo.

Diploma in Statistics
Peregrino S. Reyes.

Doctor of Veterinary Medicine
Emilio V. Escobillo, Jr.

Master of Agriculture
Dasimiro M. Arceo, Arturo T. Landiza, Disomnong Macarimbang, Vanida Mahittikul, Jesus M. Manubag, Faustino P. Pagod, Magtanggol Pamulaklakin, Kimalpasa L. Sangka, Ung Sithan, Siriwan Wanliphodom.

Master of Arts
Leander A. Alejo, Ramiro C. Alvarez, Sumalee Apiraksirikul, Ponciano L. Bennagen, Bhavani Dhungana, Vivencio G. Esteban, Cesar Gopez, Jr., Duangporn Kumlert, Erlinda M. Medalla, Segundina O. Navarro, Alejo Q. Palarca, Chucheep Piputsitee, Somsak Prakongtanapan, Norman R. Ramos, Wissanu Rawangking, Teodoro V. Segura, Cesar R. Singson, Joyotee Smith, Teresita F. Tinio, Lih-Yuh Shy Tsai, Nida R. Ty.

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Luz B. Amparo, Joyce F. Atkins, Aurora A. Baliton, Lurline V. Blanco, Elmyra A. Bonus, Rosario A. Bulut, Lilia P. Calantuan, Idella S. Catura, Erlinda M. Cazenas, Corazon G. Cuesta, Gloria M. Dar, Lina B. Diaz de Rivera, Elena V. de Rosas, Tarcila M. Espejo, Jesus A. Fonacier.

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Master of Community Development
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Master of Education
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Master of Engineering
Domiciano R. Catubig, Armando P. Castro, Aurea V. Cresencia.

Master of Forestry
Jesus M. Manubag, Ung Sithan.

Master of Home Economics
Shirley S. Abraham, Cresencia C. Anuddin, Edita T. Burgos, Gloria L. Gonzaga, Belen H. Magsino, Violeta V. Mamaradlo, Gloria M. Maulion, Melody N. Nacario, Erlinda M. Prado, Purificacion P. Ubayubay, Pureza S. Valentin.

Master of Hospital Administration
Sr. Rosamond Marie A. Abadesco, Jose M. Buhain, Adena G. Canlas, Benjamin D. Guevara, Eufracio E. Jovellanos, Efren J. Labay, Romeo M. Maaño, Glicerio T. Mijares, Fred S. Mina, Francisco S. Samaniego, Makaraig T. San Agustin, Eduardo Z. Valencia, Bartolome R. Vecta.

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Master of Science
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Julieta P. Lagmay, Lucio L. Laurente, Leoncio C. Macatimpag, Chalerm Makittikul, Alicia M. Mejia, Wittaya Naak-in, Emeline Realubit Navera, Georgina K. Ochoa, Felix F. Ordinario, Rita U. Pacho, Carmen M. Paule, Roberto B. Rapera, Florenda I. Santiago, Klnarong Sriroth, Raul K. Suarez, Panfilo C. Tabora, Jr., Rogelio N. Tagarino, Prapit Tantidhanapat, Nenita E. Tapay, Emerito V. Tipa, Truong Van Den, Weerasak Wongsrikiao.

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Doctor of Public Administration
Amelia C. Ancog.

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Dr. Emerenciana Y. Arcellana, *President of the U.P. Faculty Organization*

Atty. Galicano J. Mateo, *President of the U.P. Supervisors' Association*

Mr. Cosme D. Rosell, *Editor of the Philippine Collegian*

EDITOR

Dr. Oscar M. Alfonso

EDITORIAL ASSOCIATE

Ruben D.F. Defeo

EDITORIAL ASSISTANT

Roshan T. José

ADMINISTRATIVE ISSUANCES

MEMORANDUM CIRCULARS

Memorandum Circular No. 23: Procedures to be Followed to Expedite Payment of Salaries of Original Appointees/Transferees

It has been noted that delay in the payment of salaries of original appointees and transferees (faculty, academic non-teaching and administrative personnel) is due to the non-submission of the necessary papers for the processing of payroll.

To enable the appointees to receive their salaries without delay, the following procedures shall be adopted:

1. Immediately upon receipt of the copy of the appointment by the Office of the Dean, Director or Head of Unit, the Chief of the Administrative Division, Administrative Officer, or the most senior administrative personnel of the unit shall submit the following requirements to the Office of General Services for distribution to the appropriate offices:

A. *Original Appointment*
   1. Report for Duty, 4 copies
   2. Oath of Office, 2 copies
   3. Employee's Withholding Exemption Certificate (BIR Form No. 4), 1 copy
   4. U.P. Community Chest, 1 copy
   5. Certificate of Service, 1 copy; Daily Time Record, 2 copies
   6. Statement of Assets and Liabilities, 2 copies

B. *Reappointment*
   1. Report for Duty, 4 copies
   2. Oath of Office, 2 copies
   3. Employee's Withholding Exemption Certificate (BIR Form No. 4), 1 copy
   4. U.P. Community Chest, 1 copy
   5. Certificate of Service, 1 copy; Daily Time Record, 2 copies
   6. Statement of Assets and Liabilities, 2 copies

C. *Transfer from Other Units of the University*
   1. Report for Duty, 4 copies
   2. Certificate of Service, 1 copy; Time Record, 2 copies

D. *Transfer from Other Government Agencies*
   1. Report for Duty, 4 copies
   2. Oath of Office, 2 copies
   3. Employee's Withholding Exemption Certificate (BIR Form No. 4), 1 copy
   4. U.P. Community Chest, 1 copy
   5. Certificate of Service, 1 copy; Time Record, 2 copies
   6. Clearance, 1 copy
   7. Certification of Last Salary Received with Corresponding Deductions, 1 copy
   8. Number of GSIS Policy Contract if Insured
   9. Statement of Assets and Liabilities, 2 copies

E. *Transfer from Daily to Monthly*
   1. Report for Duty, 4 copies
   2. Employee's Withholding Exemption Certificate (BIR Form No. 4), 1 copy
   3. U.P. Community Chest, 1 copy
   4. Time Record, 2 copies

F. *From Lecturer to Full Time*
   1. Report for Duty, 4 copies
   2. Oath of Office, 2 copies
   3. Employee's Withholding Exemption Certificate (BIR Form No. 4), 1 copy
   4. U.P. Community Chest, 1 copy
   5. Certificate of Service, 1 copy
   6. Statement of Assets and Liabilities, 2 copies

G. *From Administrative to Academic*
   1. Report for Duty, 4 copies
   2. Certificate of Service, 1 copy; Time Record, 2 copies

H. *Original Additional Assignment* (Deans, Directors and Secretaries of Colleges/Units)
   1. Report for Duty

I. *Original Additional Assignment* (Others)
   1. Report for Duty, 4 copies
   2. Certificate of Service, 1 copy

NOTE: Membership in the U.P. Community Chest is optional.

2. The Office of General Services will release copies of the appointment to the Payroll Section, Accounting Division, and Auditor's Office upon submission of the above-mentioned requirements.

To avoid unnecessary delay, the Units are requested not to reproduce copies of appointments because copies are available in the Office of General Services.

Compliance with the above procedure is earnestly requested.

1 October 1976

(Sgd.) EMANUEL V. SORIANO
Executive Vice-President

Clarification on the Rating of Employees' Attendance and Punctuality

For the guidance of all concerned, the following clarification is issued in rating the attendance of administrative personnel for purposes of the Performance Rating Report.

1. Sick leave of absence is not counted as absence for purposes of rating. This is a matter of right. However, the employee concerned shall within a reasonable time, inform his office about his illness and file the corresponding application with the necessary documentation if required.
2. (a) Vacation leave is not counted as absence if filed and approved in advance. The employee in this case is not expected to come and arrangement to distribute his workload can be done.

(b) If the employee absented himself from work and filed the application leave later on, he will be rated as absent for the period. This is so because he is expected to report for work but did not. Such failure to report for work had caused inconvenience to his supervisor and colleagues and disturbed the regular work operation in the office and in general prejudicial to the service.

13 October 1976

(Sgd.) RAMON C. PORTUGAL
Vice-President for Administration

Memorandum Circular No. 25: Community Christmas Program on December 17

To ensure the participation of our cultural/performing groups in the U.P. community's Christmas program to be held on the Diliman campus this year, and for better coordination of, and minimal conflict of schedules among, the numerous activities held during the Christmas season, kindly take note of the following:

1. The community program shall be held at Quezon Hall on Friday, December 17, from four o'clock in the afternoon.

For a fuller and more meaningful affair, the University's performing groups are urged to make it a point to participate in this program and therefore to manifest at their earliest convenience the number(s) they are going to contribute.

2. The Office of the Secretary of the University is making itself available as a sort of clearing house for the scheduling by the different colleges, units and offices of their respective Christmas programs, luncheons, dinners, carolings, etc. in order to avoid conflicts of schedules and ensure better attendance at these affairs.

Please address all schedules, communications and inquiries regarding this matter to the Office of the Secretary of the University.

28 October 1976

(Sgd.) EMANUEL V. SORIANO
Executive Vice-President

DECISIONS OF THE BOARD OF REGENTS

878th Meeting, 28 October 1976

APPOINTMENTS, REAPPOINTMENTS, RENEWALS OF APPOINTMENT, PROMOTIONS, INCREASES IN SALARY, ET AL.

The Board approved the following appointments, reappointments, renewals of appointment, promotions, increases in salary, and other related matters:

Leonardo D. Angeles, reappointment as Professorial Lecturer in Forest Resources Management, College of Forestry, University of the Philippines at Los Baños, effective November 4, 1976 until March 8, 1977.

Leticia T. Angeles, increase in salary from Professor I to Professor II of Pharmacology, College of Medicine, effective October 1, 1976.

Romeo M. Bautista, increase in salary from Associate Professor III to Associate Professor IV of Economics, School of Economics, effective June 1, 1976.

Roger J. Bresnahan as Visiting Professor of English and History, College of Arts and Sciences, without compensation, effective November 4, 1976 until May 31, 1977.

Syl Cheney Coker, renewal of appointment as Visiting Professor of English, College of Arts and Sciences, effective November 1, 1976 until April 15, 1977.

Lelilia C. Fernandez, automatic pre-retirement increase in salary from Associate Professor V to Associate Professor VII of Spanish, College of Arts and Sciences, effective September 1, 1976.

Fortunato Gupit, Jr. as Professorial Lecturer in Law, College of Law, effective November 2, 1976 until May 31, 1977.

Cesar A. Hidalgo, detail at U.P. Extension Division Clark Air Base as Associate Professor II of English, effective July 15, 1976, subject to the condition that he shall revert to his regular item as Associate Professor II in the College of Arts and Sciences upon termination of this detail.

Milagros D. Ibe as Professorial Lecturer in Development Communication, College of Agriculture, University of the Philippines at Los Baños, effective November 4, 1976 until May 31, 1977.

Gonzalo M. Jurado, increase in salary from Associate Professor III to Associate Professor IV of Economics, School of Economics, effective June 1, 1976.

Jose C. Laquindanum, increase in salary as Training Specialist III, Institute for Small-Scale Industries, effective January 1, 1976.

Marcelino N. Maceda, reappointment as Associate Professor II (Graduate and Undergraduate Programs), U.P. College Cebu, effective July 1, 1976 until December 31, 1976.

Mahar K. Mangahas, increase in salary from Associate Professor III to Associate Professor IV of Economics, School of Economics, effective June 1, 1976.

Jan Th. E.P.M. Oosterkamp as Professorial Lecturer in Dairy Science, Dairy Training and Research Institute, University of the Philippines at Los Baños, without compensation, effective November 2, 1976 until October 31, 1977.

Julia B. Pantastico, reappointment as Professorial Lecturer in Inland Fisheries, College of Fisheries, without compensation, effective October 15, 1976 until May 31, 1977.

Manuel P. Perlas as Associate Professor IV of Statistics, Statistical Center, effective October 17, 1976 until December 31, 1976.

Rosa Linda P. Tidalgo, increase in salary from Associate Professor I to Associate Professor II of Economics, School of Economics, effective July 1, 1976.

The Board *confirmed* the following *ad interim* appointments:

Froilan M. Bacuñgan as Director, Law Center, effective October 5, 1976 until April 30, 1979.

Sunardi Wisnusubroto as Visiting Professor of Music Research, College of Music, effective August 9, 1976 until May 30, 1977.

TRANSFER TO PERMANENT STATUS

The Board approved the transfer of the following to permanent status:

Juana G. Cruz as Physician (with rank of Instructor V), University Health Service, effective January 1, 1977.

Teresita N. Dasmariñas as Assistant Professor I of Botany, U.P. College Manila, effective September 1, 1976.

Lourdes M. Espinoza as Assistant Professor I of Political Science, U.P. College Manila, effective September 1, 1976.

Rosalio P. Torres as Assistant Professor I of Medicine (part-time), College of Medicine, and Attending Physician (part-time), Philippine General Hospital, effective September 1, 1976.

SCHOLARSHIPS, FELLOWSHIPS, GRANTS AND GIFTS

The Board approved the rules to govern the award of meteorological scholarships leading to an M.S. degree in the College of Arts and Sciences.

* * *

The Board accepted the *Insular Life Assurance Co., Ltd. Scholarship Loan Awards,* to be made available to bona fide students. Each loan consists of ₱5,300.00 a year to cover school fees, books and living allowance. Awardees shall sign a contract to pay this loan at the rate of ₱100.00 a month upon employment.

* * *

The Board accepted the *U.P. Club of America Scholarship Grant* which will be available to entering freshmen who will pursue any course geared to national development. The scholar will receive as stipend the actual interest of the total amount of the fund but not to exceed ₱5,300.00 annually.

* * *

The Board accepted the scholarship offer of the Commonwealth Foods, Inc. for the *Commonwealth Foods, Inc. Scholarship Study Grant* for an undergraduate freshman student in the field of agriculture in the College of Agriculture, to take effect starting the second semester, 1976-1977. The grant consists of ₱2,000.00 per year.

PROFESSORIAL CHAIRS IN U.P. AT LOS BAÑOS

The Board accepted an annual grant from the *Filipinas Foundation Inc.* in the amount of ₱12,000.00 to establish and support two (2) professorial chairs in agricultural sciences in the College of Agriculture, each with an honorarium of ₱6,000.00 per annum to be known as *Ayala Professorial Chairs,* for a two-year period beginning the school year 1976-1977. Each chairholder shall be appointed initially for a period of twelve (12) months.

COLLECTION OF FEES

The Board authorized the College of Arts and Sciences to charge organizations the following fees for the use of the Wilfredo Ma. Guerrero Theatre:

A. For recognized U.P. Organizations:

	With Aircon	*Without Aircon*
For not more than 3-1/2 hours' use	₱150.00	₱ 75.00
Between 3-1/2 hours and not more than 7 hours' use	300.00	150.00
For every hour beyond 7 hours' use	50.00	25.00

B. For non-U.P. Organizations:

For not more than 3-1/2 hours' use	200.00	100.00
Between 3-1/2 hours' and not more than 7 hours' use	400.00	200.00
For every hour beyond 7 hours' use	50.00	25.00

C. The Dean may exempt an organization from paying fees if its programme is supportive of academic functions and open to the public for free.

* * *

The Board authorized the Office of General Services to charge the following fees for copying services:

Ordinary size	— ₱0.60 per copy
Legal size	— 0.70 per copy
Diploma, certificate	— 0.80 per copy

Income generated shall be credited to a separate Trust Liability Account, against which costs of supplies and materials as well as other incidental expenses in the operation of the copier machine will be charged.

* * *

The Board approved the amendment of the schedule of fees approved by the Board at its 876th meeting on 2 September 1976 for services rendered by the Veterinary Hospital of the College of Veterinary Medicine to include under the rates for small animals the following rate for "cat declawing":

	"Old Rate	"Revised Rate
x x x		
"A. SMALL ANIMALS		
x x x		
"d) Cat declawing	₱30.00	₱60.00"

The above rate was inadvertently omitted in the schedule of rates submitted earlier by the College.

* * *

The Board approved the modification of the system of collecting fees from pupils of the Child Development Center (CDC) in the College of Home Economics such that ₱200.00 of the fee representing costs of snacks and materials actually used by the pupils, is administered by the CDCPTA. Under this arrangement, the said amount will be collected by the PTA, not by the University, in order to make the same available for the purpose for which it is collected.

U.P. COMMON BASIC SALARY SCALE

The Board approved a Common Basic Salary Scale for the faculty, academic non-teaching and administrative personnel as recommended by the President effective November 1, 1976. (For the new salary scale, see page 227.)

The new salary scale was proposed for the University because:

a. Economic inflation since August 1974 (when the U.P. salary scale was last upgraded) has drastically reduced the buying power of U.P. salaries;

b. The current salaries of U.P. personnel, especially those in the lower ranges, are inadequate to cover the expenditures for basic necessities, or do not constitute a "living wage"; and

c. U.P. personnel regard their functions and responsibilities to be unique in comparison with those of other government agencies and educational institutions and, therefore, deserve higher remuneration.

The revision of the salary scale is based on the principle that positions of comparable qualification requirements and responsibilities should be assigned comparable salaries. It is also based on the primacy of the teaching function and the supportive role of non-teaching functions.

MEMBERSHIP OF LAW CENTER IN ASSOCIATION OF DEVELOPMENT RESEARCH AND TRAINING INSTITUTE OF ASIA AND THE PACIFIC (ADIPA)

The Board approved the membership of the Law Center in the Association of Development Research and Training Institute of Asia and the Pacific (ADIPA), in order that the ties of the Law Center with research and training institutes of Asia and the Pacific may be strengthened.

The Association provides a forum for social scientists engaged in development research and training activities wherein to meet and to share their common experiences and to coordinate their work.

APPLICATION OF A DISCOUNT OR SURCHARGE FOR ADVANCE FULL PAYMENT OR DELAYED INSTALLMENT PAYMENT FOR THE BOARD FEE IN UNIVERSITY RESIDENCE HALLS

The Board approved the application of a discount or surcharge for advance full payment or delayed installment payment, as the case may be, for the board fee in University residence halls operating under the single fee system, subject to the following rules:

a. Residents who pay the entire board fee for the semester in one or more payments within the first ten (10) working days from the start of the semester shall be granted a discount of 5% based on the entire semestral board fee.

b. Residents who fail to pay the prescribed installment board fee on time shall be charged a surcharge of 5% based on the entire installment board fee for the corresponding installment period.

c. Residents who make a partial payment on time of the prescribed board fee shall be charged a surcharge of 5% based on the unpaid balance of the installment board fee for the corresponding installment period.

d. Residents who pay the entire board fee for the summer term in one or more payments within the first five (5) working days from the start of the summer term shall be granted a discount of 5% based on the entire summer board fee.

e. Rules a through c above shall apply to residency during the semestral periods and rules b through d shall apply to residency during the summer term.

f. Working days as used in these rules shall be construed to exclude all Saturdays, Sundays and holidays (regular or special).

The grant of discount and the charging of surcharge as defined in the above rules are considered to have taken effect at the start of the first semester of AY 1976-1977.

Several students in the three residence halls operating under the single fee have expressed the desire to pay the Board fee in full and in advance. The grant of discount and the surcharge will encourage students to make advance full payment or at least timely payment of the installment board fee. The 5% discount is more than offset by the advantage of having a large cash collection for the entire semester and the diminution of paper work.

ERRATA

For the preceding issue of the *U.P. Gazette*, Volume VII, Number 9, 30 September 1976, the following corrections are hereby made:

On page 185, under "Decisions of the Board of Regents," the appointment issued *Andrew L. Arrieta* should be from July 1, 1976 to *June 30, 1977*, "subject to reversion to his permanent position as *Law Researcher I*, Law Center, upon termination hereof."

On page 195, under "Presidential Decisions," the appointment issued *Alfredo Tadiar* is correctly *Deputy Director*, Office of Legal Aid, College of Law.

PRESIDENTIAL DECISIONS

The President approved the following appointments, reappointments, renewals of appointment, promotions, increases in salary, and other related matters:

Bonifacio A. Abaya, extension of additional assignment as Program Development Associate, Program Development Staff, Office of the President, effective November 1, 1976 until December 31, 1976.

Germelino F. Abito, reappointment to additional assignment as Program Development Associate, Program Development Staff, Office of the President, effective October 1, 1976 until December 31, 1976.

Romualdo C. Adao, increase in salary from Instructor II to Instructor IV in Engineering Sciences, College of Engineering, effective September 1, 1976 until May 31, 1977.

Isabelo P. Africa, reappointment as Lecturer in Mathematics, U.P. College Manila, effective August 3, 1976 until May 31, 1977.

Pacifico A. Agabin, renewal of supplementary appointment as Member, Planning and Steering Committee, Philippine Jurisprudence Project, Law Center, effective January 1, 1977 until December 31, 1977; renewal of supplementary appointment as Contributing Editor—Local Government, Philippine Jurisprudence Project, Law Center, effective January 1, 1977 until December 31, 1977.

Luis M. Alarilla, Jr., extension of additional assignment as Program Development Associate, Program Development Staff, Office of the President, effective October 1, 1976 until December 31, 1976.

Ma. Salome S. Alegre, increase in salary from Assistant Professor I to Assistant Professor III of English, U.P. College Manila, effective September 1, 1976.

Caridad S. Alfonso, extension of additional assignment as Program Development Associate, Program Development Staff, Office of the President, effective November 1, 1976 until December 31, 1976.

Atilio V. Alicio as Assistant to the Dean for Working Students, U.P. College Manila, effective June 1, 1976 until May 31, 1976. (This supersedes the appointment issued him as Assistant to the Dean for Evening Students, without additional compensation, but with 3 units load credit, effective June 1, 1976 until May 31, 1977, issued on July 20, 1976.)

Ruperto P. Alonzo, increase in salary from Assistant Professor I to Assistant Professor III of Economics, School of Economics, effective June 1, 1976.

Caridad A. Ancheta, promotion in rank from Instructor to Assistant Professor I of Family Medicine, College of Medicine, effective October 1, 1976 until December 31, 1976.

Conrado M. Anchores as Lecturer in Military Science, Department of Citizen Military Training, effective October 1, 1976 until December 31, 1976.

Josefina E. Angeles, promotion in rank and salary from Science Education Specialist I to Science Education Specialist II, Science Education Center, effective October 1, 1976.

Ma. Victoria E. Añonuevo, promotion in rank and salary from Instructor IV to Assistant Professor I of Business Administration, College of Business Administration, effective October 1, 1976.

Evangeline G. Aquino as Lecturer in Statistics, U.P.-NMYC-NCSO Statistical Manpower Training Program, Statistical Center, effective October 9, 1976 until December 11, 1976.

Bienvenido M. Aragon, extension of additional assignment as Program Development Associate, Program Development Staff, Office of the President, effective October 1, 1976 until December 31, 1976.

Armando C. Armas, reclassification of position from Professorial Lecturer to Assistant Professor II of Economics, School of Economics, effective November 2, 1976 until May 31, 1977.

Amelia E. Arresgado as Secondary School Teacher, Leyte Research and Development High School Project, U.P. College Tacloban, effective June 1, 1976 until December 31, 1976.

Daisy B. Atienza, extension of additional assignment as Program Development Associate, Program Development Staff, Office of the President, effective September 15, 1976 until December 31, 1976.

Froilan M. Bacuñgan, renewal of additional assignment as Chairman, Planning and Steering Committee, Philippine Jurisprudence Project, Law Center, effective January 1, 1977 until December 31, 1977; renewal of additional assignment as Contributing Editor—Labor Relations Law, Philippine Jurisprudence Project, Law Center, effective January 1, 1977 until December 31, 1977.

Arturo R. Balbastro, renewal of supplementary appointment as Member and Researcher, Commercial Law Codification Project, Law Center, effective January 1, 1977 until December 31, 1977.

Nestor Balmores, extension of additional assignment as Program Development Associate, Program Development Staff, Office of the President, effective September 15, 1976 until December 31, 1976.

Fernando T. Barican, renewal of supplementary appointment as Project Coordinator, Philippine Jurisprudence Project, Law Center, effective January 1, 1977 until December 31, 1977.

Esteban B. Bautista, renewal of additional assignment as Member, Planning and Steering Committee, Philippine Jurisprudence Project, Law Center, effective January 1, 1977 until December 31, 1977; reappointment to additional assignment as Member and Researcher, Commercial Law Codification Project, Law Center, effective January 1, 1977 until December 31, 1977; renewal of additional assignment as Contributing Editor—Criminal Procedure, Philippine Jurisprudence Project, Law Center, effective January 1, 1977 until December 31, 1977.

Araceli Baviera, renewal of additional assignment as Contributing Editor—Sales, Philippine Jurisprudence Project, Law Center, effective January 1, 1977 until December 31, 1977; renewal of additional assignment

as Member and Researcher, Commercial Law Codification Project, Law Center, effective January 1, 1977 until December 31, 1977.

Carlos C. Baylon, extension of additional assignment as Acting Pond Superintendent, Brackishwater Aquaculture Center, Inland Fisheries Project, Leganes, Iloilo, College of Fisheries, effective July 1, 1976 until July 31, 1976.

Manuel P. Bendaña, extension of additional assignment as Program Development Associate, Program Development Staff, Office of the President, effective November 1, 1976 until December 31, 1976.

Rhodora C. Bernal, transfer from part-time to full-time status as Instructor I in Practical Arts, School of Allied Medical Professions, College of Medicine, effective October 18, 1976 until May 31, 1977.

Fe R. Bernardo, increase in salary from Assistant Professor I to Assistant Professor II of Statistics, Statistical Center, effective November 1, 1976 until May 31, 1977.

Don C. Bobis, increase in salary from Instructor II to Instructor III in Physical Education, U.P. College Manila, effective September 1, 1976 until the return of Elena Baltazar from a leave of absence, but not later than May 31, 1977.

Eryl Gil A. Buan as Director, PATA Immersion Workshop, Asian Institute of Tourism, effective October 22, 1976 until November 2, 1976.

Alexander C. Buenafe as Senior Lecturer in Inland Fisheries, College of Fisheries, effective October 15, 1976 until May 31, 1977.

Aida Z. Caballes, promotion in rank and salary from Instructor IV to Assistant Professor I of Economics, U.P. College Manila, effective September 1, 1976 until May 31, 1977.

Aurelio V. Cabral, Jr. as Lecturer in Business Law, College of Business Administration, effective October 1, 1976 until May 31, 1977.

Arsenio S. Camacho as Program Development Associate, Program Development Staff, Office of the President, effective September 1, 1976 until December 31, 1976.

Erlinda B. Camara as Lecturer in Special Education, College of Education, effective November 4, 1976 until May 31, 1977.

Primitivo T. Cammayo as Instructor in Rehabilitation Medicine, College of Medicine, effective January 1, 1977 until December 31, 1977.

Ma. Clara L. Campos, renewal of additional assignment as Member and Researcher, Commercial Law Codification Project, Law Center, effective January 1, 1977 until December 31, 1977.

Lanniene S. Capalad, reclassification of position with promotion in rank and salary from Research Associate to Researcher I, Science Education Center, effective October 1, 1976.

Lourdes R. Carale, reclassification of position with promotion in rank and salary from Research Associate to Science Education Specialist I, Science Education Center, effective October 1, 1976.

Napthali C. Carandang as Senior Lecturer in Inland Fisheries, College of Fisheries, effective October 15, 1976 until May 31, 1977.

Milagros B. Carreon, increase in salary from Instructor III to Instructor IV in Filipino, U.P. College Manila, effective September 1, 1976 until May 31, 1977.

Alberto R. Casimiro as Instructor I in Family Medicine, College of Medicine, effective October 1, 1976 until December 31, 1976.

Angelito P. Castro, promotion in rank from Associate Computer Programmer to Computer Programmer I, Office of the University Registrar, effective October 1, 1976.

Francis Fred M. Catedral as Senior Lecturer in Inland Fisheries, College of Fisheries, effective October 15, 1976 until May 31, 1977.

German B. Castillo, renewal of supplementary appointment as Consultant in Hematology, University Health Service, effective January 1, 1977 until December 31, 1977.

Cenon R. Cruz, transfer from non-salaried item to Assistant Professor I (part-time), Anesthesiology Center Western Pacific, College of Medicine, effective December 1, 1975. (This supersedes the appointment issued him as Assistant Professor I (part-time), effective December 1, 1975 until June 30, 1976, issued on January 23, 1976.)

Veronica F. Chan, reappointment to additional assignment as Acting Secretary, Institute of Public Health, effective October 24, 1976 until the return of Virgilio C. Canlas from a special detail, but not later than January 30, 1977.

Antonio C. Chavez as Officer-in-Charge, Department of Radiology, College of Medicine and Philippine General Hospital, effective September 27, 1976 until a new chairman shall have been appointed, but not later than October 9, 1976.

Susan B. Cipres as Lecturer in Mass Communication, Institute of Mass Communication, effective June 14, 1976 until October 15, 1976.

Adoracion B. Concepcion, renewal of appointment with increase in salary from Instructor I to Instructor II in Pharmacy, College of Pharmacy, effective October 16, 1976 until May 31, 1977.

Luisito F. Cordero, transfer to permanent status as Law Researcher III, Law Center, effective January 1, 1977.

Irene R. Cortes, increase in honorarium for additional assignment as Chairman, Law Research Council, and Consultant, Law Center, College of Law, effective October 1, 1976 until February 19, 1978.

Edgardo Y. Coscolluela as Research Consultant, College of Medicine, effective September 1, 1976 until August 31, 1977.

Marcelino Reysio Cruz, Jr., renewal of supplementary appointment as Consultant in Plastic Surgery, University Health Service, effective January 1, 1977 until December 31, 1977.

Cynthia Cuevas, extension of additional assignment with increase in honorarium as Program Development Associate, Program Development Staff, Office of the President, effective November 1, 1976 until December 31, 1976.

Rolando Danao, extension of additional assignment as Program Development Associate, Program Develop-

ment Staff, Office of the President, effective October 1, 1976 until December 31, 1976.

Renato M. Daquiz, reappointment to additional assignment as Program Development Associate, Program Development Staff, Office of the President, effective October 1, 1976 until December 31, 1976.

Teresita N. Dasmariñas, promotion in rank and salary from Instructor IV to Assistant Professor I of Botany, U.P. College Manila, effective September 1, 1976 until May 31, 1977.

Rogelio T. Datuin, increase in salary as Senior Lecturer in Geology, College of Arts and Sciences, effective November 1, 1976 until May 31, 1977.

Fredegusto G. David, extension of additional assignment as Program Development Associate, Program Development Staff, Office of the President, effective November 1, 1976 until December 31, 1976.

Nelson M. Davila, increase in salary as Research Associate II, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective March 1, 1976 until June 30, 1976.

Rodolfo A. de Guzman, extension of additional assignment with increase in honorarium as Program Development Associate, Program Development Staff, Office of the President, effective November 1, 1976 until December 31, 1976.

Amelia O. de la Cruz, reappointment as Instructor in Medicine, College of Medicine, effective September 1, 1976 until December 31, 1976.

Eduardo R. de la Cruz as Assistant Professor I of Family Medicine, College of Medicine, and Medical Consultant, Philippine General Hospital, without compensation, effective July 1, 1976 until December 31, 1976.

Fortunato de la Peña, extension of additional assignment as Program Development Associate, Program Development Staff, Office of the President, effective October 1, 1976 until December 31, 1976.

Jorge G. de las Alas as Project Leader in a Research Project titled "A Numerical Study of Typhoon Structure and Development," Natural Science Research Center, effective October 1, 1976 until December 31, 1976.

Vicente G. del Rosario, reclassification of additional assignment from Liaison Officer to Program Development Associate, Program Development Staff, Office of the President, effective July 1, 1976 until December 31, 1976.

Esperanza J. de Ocampo, reclassification of position with increase in salary from Research Associate to Instructor VI in Pharmacology, College of Medicine, effective October 1, 1976 until May 31, 1977; as Consultant to the Project of Dangerous Drug Board entitled "Studies on the Pharmacological and Behavioral Effects of Philippine Marijuana," College of Medicine, effective September 1, 1976 until August 31, 1977.

Angela A. Diño, reappointment as Instructor I in Chemical Engineering, College of Engineering, effective October 16, 1976 until the return of Carson Ho from a leave of absence, but not later than December 31, 1976.

Faustino T. Domingo, Jr., renewal of supplementary appointment as Consultant in Neurology and Neurosurgery, University Health Service, effective January 1, 1977 until December 31, 1977.

Virgilio A. Dureza as Program Development Assistant, Program Development Staff, Office of the President, effective September 1, 1976 until December 31, 1976.

Erlinda S. Echanis, increase in salary from Assistant Professor I to Assistant Professor II of Accounting, College of Business Administration, effective October 1, 1976.

Ramon M. Echavarria, Jr. as Lecturer in Economics, U.P. College Tacloban, effective November 1, 1976 until December 31, 1976.

Edmundo M. Enderez as Lecturer in Fisheries, College of Fisheries, effective November 2, 1976 until March 31, 1977.

Jose Nacion Endriga, extension of additional assignment as Program Development Associate, Program Development Staff, Office of the President, effective October 1, 1976 until December 31, 1976.

Lauro O. Escobar, renewal of additional assignment as Consultant in Neurophysiology, University Health Service, effective January 1, 1977 until December 31, 1977.

Clementina J. Esguerra, promotion in rank and salary from Science Education Specialist II to Science Education Specialist III, Science Education Center, effective October 1, 1976.

Lourdes M. Espinoza, promotion in rank and salary from Instructor III to Assistant Professor I of Political Science, U.P. College Manila, effective September 1, 1976 until May 31, 1977.

Augusto Caesar Espiritu, renewal of supplementary appointment as Special Consultant, Law Center, College of Law, effective January 1, 1977 until December 31, 1977.

Horacio R. Estrada, renewal of additional assignment as Consultant in Psychiatry, University Health Service, effective January 1, 1977 until December 31, 1977.

Januario Y. Estrada, Jr., renewal of supplementary appointment as Consultant in Surgery, University Health Service, effective January 1, 1977 until December 31, 1977.

George Eufemio, renewal of supplementary appointment as Consultant in Surgery, University Health Service, effective January 1, 1977 until December 31, 1977.

Victor C. Feliciano, promotion in rank and salary from Instructor III to Assistant Professor I of Business Administration, College of Business Administration, effective October 1, 1976 until May 31, 1977.

Benjamin M. Felipe, renewal of supplementary appointment as Consultant in Chest Diseases, University Health Service, effective January 1, 1977 until December 1, 1977.

Perfecto Fernandez, renewal of additional assignment as Contributing Editor—Constitutional Law, Philippine Jurisprudence Project, Law Center, effective January 1, 1977 until December 31, 1977.

Cecilia A. Florencio, renewal of additional assignment as Consultant Dietitian, University Health Service, effective January 1, 1977 until December 31, 1977.

Florian M. Flores, renewal of additional assignment as Live-in Supervisor of Ylanan Hall, Institute of Sports, Physical Education and Recreation, effective November 1, 1976 until April 30, 1977.

Josefina C. Fonacier, extension of additional assignment as Program Development Associate, Program Development Staff, Office of the President, effective November 1, 1976 until December 31, 1976.

Romeo D. Fortes, reclassification of position for additional assignment from Research Biologist to Senior Research Biologist, Brackishwater Aquaculture Center, Inland Fisheries Project, Leganes, Iloilo, College of Fisheries, effective July 1, 1976 until December 31, 1976; as Program Development Assistant, Program Development Staff, Office of the President, effective September 1, 1976 until December 31, 1976.

Felizardo S. Francisco as Secondary School Teacher, Leyte Research and Development High School Project, U.P. College Tacloban, effective June 1, 1976 until December 31, 1976.

Gladys C. Galutira as Lecturer in Food Science, College of Home Economics, effective November 4, 1976 until May 31, 1977.

Virgilio T. Genuino, transfer to salaried item as Assistant Professor I (part-time), Anesthesiology Center Western Pacific, College of Medicine, effective December 1, 1976.

Cecile P. Gonzalez, promotion in rank and salary from Instructor IV to Assistant Professor I of Pharmacology, College of Medicine, effective October 1, 1976 until May 31, 1977.

Yolanda Granda, extension of additional assignment as Program Development Assistant, Program Development Staff, Office of the President, effective October 1, 1976 until December 31, 1976.

Lucille C. Gregorio, renewal of appointment with increase in salary as Senior Lecturer in Natural Science, U.P. College Manila, effective June 1, 1976 until May 31, 1977.

Siegfried A. Guerrero, renewal of additional assignment as Coach, Varsity Basketball Team (Men), Institute of Sports, Physical Education and Recreation, effective December 1, 1976 until April 30, 1977.

Guillermo P. Guevara as Special Lecturer, U.P. College Manila, effective September 16, 1976.

Sulpicio Guevara, renewal of additional assignment as Project Head and Coordinator, Commercial Law Codification Project, Law Center, effective January 1, 1977 until December 31, 1977; renewal of additional assignment as Member, Planning and Steering Committee, Philippine Jurisprudence Project, Law Center, effective January 1, 1977 until December 31, 1977; renewal of additional assignment as Contributing Editor—Corporation Law, Philippine Jurisprudence Project, Law Center, effective January 1, 1977 until December 31, 1977.

Fortunato Gupit, Jr., renewal of supplementary appointment as Contributing Editor—Civil Procedure and Special Action, Philippine Jurisprudence Project, Law Center, effective January 1, 1977 until December 31, 1977.

Severino R. Hermosura as Editor-in-Chief, *Veterinary Medicine Bulletin*, College of Veterinary Medicine, effective October 11, 1976 until April 30, 1977.

Dolores F. Hernandez, extension of additional assignment as Program Development Associate, Program Development Staff, Office of the President, effective November 1, 1976 until December 31, 1976.

Josephine C. Hung as Instructor I in Interior Design, College of Home Economics, effective November 4, 1976 until the return of Agerico Cruz from a leave of absence, but not later than May 31, 1977.

May Huntington, extension of additional assignment as Program Development Associate, Program Development Staff, Office of the President, effective September 15, 1976 until December 31, 1976.

Esperanza L. Ibañez, extension of additional assignment as Program Development Associate, Program Development Staff, Office of the President, effective October 1, 1976 until December 31, 1976.

Lea A. Igaya, reappointment to additional assignment as Acting Officer for Student Relations, U.P. College Manila, effective September 20, 1976 until the return of Angela P. Sarile from a maternity leave, but not later than November 8, 1976.

Gabriel U. Iglesias, extension of additional assignment as Program Development Associate, Program Development Staff, Office of the President, effective October 1, 1976 until December 31, 1976.

Juanito A. Ilanan, renewal of additional assignment as Coach in Tennis, Institute of Sports, Physical Education and Recreation, effective December 1, 1976 until April 30, 1977.

Reynaldo M. Imperial, transfer from U.P. at Los Baños to U.P. College Tacloban as Instructor III in Philosophy, effective April 1, 1976 until May 31, 1976.

Artemio O. Isidro, renewal of additional assignment as Coach, Varsity Baseball, Institute of Sports, Physical Education and Recreation, effective December 1, 1976 until April 30, 1977.

Edilberto M. Jose, renewal of appointment with reclassification in position from Consultant to Physician (with rank of Assistant Professor I), part-time, University Health Service, effective January 1, 1977 until the return of Oscar Saddul from a leave of absence, but not later than December 31, 1977.

Jesus V. Juario as Senior Lecturer in Inland Fisheries, College of Fisheries, without compensation, effective October 15, 1976 until May 31, 1977.

Aurelio T. Juguilon, renewal of additional assignment as Program Coordinator, Infrastructure Development Program, Office of the President, effective July 1, 1976 until December 31, 1976.

Avelino F. Kapauan, Jr., transfer from U.P. College Manila to U.P. College Tacloban with increase in salary as Lecturer in Geography, effective June 1, 1976 until December 31, 1976.

Lolita C. Kintanar, reappointment as Lecturer in Social Work, Institute of Social Work and Community Devel-

opment, effective November 4, 1976 until May 31, 1977.

Reynaldo L. Kintanar, increase in salary as Research Associate, Local Government Center, College of Public Administration, effective September 1, 1976.

Agerico O. Lacanlale, reappointment as Assistant Professor I of Political Science, College of Arts and Sciences, effective November 4, 1976 until December 31, 1976.

Wilhelmina A. Landicho, increase in salary as Research Associate I, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective March 1, 1976 until June 30, 1976.

Perla A. Legaspi, promotion in rank and salary from Researcher I to Researcher II, Local Government Center, College of Public Administration, effective September 1, 1976.

Melchor M. Lijauco as Program Development Associate, Program Development Staff, Office of the President, effective September 1, 1976 until December 31, 1976.

Lewanda M. Lim, increase in salary from Assistant Professor I to Assistant Professor III of Art Education, College of Fine Arts, effective October 1, 1976.

Robert D. Lim as Instructor in Rehabilitation Medicine, College of Medicine, effective November 15, 1976 until December 31, 1976.

Augusto L. Lingao, renewal of supplementary appointment as Consultant in Allergy, University Health Service, effective January 1, 1977 until December 31, 1977.

Carolina Litiatco, extension of additional assignment as Program Development Assistant, Program Development Staff, Office of the President, effective October 1, 1976 until December 31, 1976.

Leilani L. Lorilla, reappointment to supplementary appointment as Lecturer in Social Work, Institute of Social Work and Community Development, effective November 4, 1976 until May 31, 1977.

Roman Lucas, extension of additional assignment as Program Development Associate, Program Development Staff, Office of the President, effective September 15, 1976 until December 31, 1976.

Liliosa F. Lumbab as Senior Lecturer in Nursing, U.P. College Cebu, effective November 4, 1976 until May 31, 1977.

Ma. Ofelia C. Maglipon, increase in salary as Lecturer in Botany, U.P. College Manila, effective November 1, 1976 until May 31, 1977.

Jonathan C. Malicsi as Chairman, Department of Linguistics and Asian Languages, College of Arts and Sciences, effective November 1, 1976 until April 30, 1979.

Priscila S. Manalang, renewal of additional assignment as Assistant for Faculty and Curriculum Development, Office of the President, effective October 1, 1976 until September 30, 1977.

Placido M. Manalo, Jr., extension of additional assignment as Program Development Associate, Program Development Staff, Office of the President, effective October 1, 1976 until December 31, 1976.

Oscar A. Mayo as Assistant Professor I of Family Medicine, College of Medicine, and Medical Consultant, Philippine General Hospital, effective July 1, 1976 until December 31, 1976.

Amador Mendoza as Associate Programmer, UPPI-SELFERT Project, Population Institute, effective July 1, 1976 until September 30, 1976.

Josephine G. Mendoza, reappointment as Senior Lecturer in Computer Science, College of Engineering, effective November 4, 1976 until May 31, 1977.

Paz G. Miciano, reappointment as Instructor II in Spanish, College of Arts and Sciences, effective November 2, 1976 until December 31, 1976.

Casimiro V. Miranda, increase in salary from Assistant Professor I to Assistant Professor III of Economics, School of Economics, effective June 1, 1976.

Genaro A. Mocorro, promotion in rank from Associate Computer Programmer to Computer Programmer I, Office of the University Registrar, effective October 1, 1976.

Solita C. Monsod, increase in salary from Assistant Professor III to Assistant Professor IV of Economics, School of Economics, effective June 1, 1976.

Honorata A. Moreno, increase in salary from Assistant Professor II to Assistant Professor IV of Economics, School of Economics, effective June 1, 1976.

Natividad J. Munarriz, extension of additional assignment as Program Development Associate, Program Development Staff, Office of the President, effective November 1, 1976 until December 31, 1976.

Antonio F. Navarette, renewal of supplementary appointment as Member, Planning and Steering Committee, Philippine Jurisprudence Project, Law Center, effective January 1, 1977 until December 31, 1977.

Francisco Nemenzo, Jr., extension of additional assignment as Program Development Associate, Program Development Staff, Office of the President, effective November 1, 1976 until December 31, 1976.

Marcelino B. Nieto as Instructor I in Fishery Technology, College of Fisheries, effective October 1, 1976 until December 31, 1976.

Josefina Ll. Pabellon, reappointment to additional assignment as Senior Lecturer in Education, College of Education, effective November 4, 1976 until May 31, 1977; promotion in rank and salary from Science Education Specialist I to Science Education Specialist II, Science Education Center, effective October 1, 1976.

Perfecto L. Padilla, extension of additional assignment as Program Development Associate, Program Development Staff, Office of the President, effective October 1, 1976 until December 31, 1976.

Elena M. Panganiban, increase in salary as Researcher II, Local Government Center, College of Public Administration, effective September 1, 1976.

Vicente B. Paqueo, increase in salary from Assistant Professor I to Assistant Professor II of Economics, School of Economics, effective June 1, 1976.

Eleanor M. Paray, reclassification of position with promotion in rank and salary from Research Associate to Management Specialist I, Local Government Center, College of Public Administration, effective September 1, 1976.

Ma. Divina Pascua, promotion in rank and salary from Librarian II to Librarian III, University Library, effective October 1, 1976 until December 31, 1976.

Leonarda B. Pascua, increase in salary as Researcher I, Science Education Center, effective October 1, 1976.

Felicitas P. Pascual as Senior Lecturer in Inland Fisheries, College of Fisheries, without compensation, effective October 15, 1976 until May 31, 1977.

Luis D. Pascual, reappointment to additional assignment as Program Development Associate, Program Development Staff, Office of the President, effective October 16, 1976 until December 31, 1976.

Julian N. Patolot, reappointment to additional assignment as Senior Lecturer in Fisheries, College of Fisheries, effective November 4, 1976 until December 31, 1976.

Hernanita L. Peliño as Instructor I in Sociology, U.P. College Tacloban, effective June 1, 1976 until December 31, 1976.

Leonora G. Peñeda as Secondary School Teacher, Leyte Research and Development High School Project, U.P. College Tacloban, effective June 1, 1976 until December 31, 1976.

David Perez, Jr., renewal of additional assignment as Coach, Women's Varsity Basketball Team, Institute of Sports, Physical Education and Recreation, effective December 1, 1976 until April 30, 1977.

Valentina R. Perez, reappointment to additional assignment as Senior Lecturer in English, U.P. College Manila, effective November 2, 1976 until May 31, 1977.

Niceto S. Pablador, extension of additional assignment as Program Development Associate, Program Development Staff, Office of the President, effective October 1, 1976 until December 31, 1976.

Floro C. Quibuyen, increase in salary from Instructor II to Instructor IV in Philosophy, U.P. College Manila, effective September 1, 1976.

Jaime R. Ramirez as Assistant Professor IV of Journalism, U.P. College Cebu, effective June 14, 1976 until December 14, 1976.

Noel V. Relucio as Instructor I in Electrical Engineering, College of Engineering, effective October 18, 1976 until the return of Thomas Liang from a study leave, but not later than May 31, 1977.

Antonio V. Repotente as Assistant Professor I of Family Medicine (part-time), College of Medicine, effective July 1, 1976 until December 31, 1976.

Baltazar Reyes, Jr., renewal of supplementary appointment as Consultant in Psychiatry, University Health Service, effective January 1, 1977 until December 31, 1977.

Thelma M. Reyes as Assistant Professor I of Family Medicine (part-time), College of Medicine, effective July 1, 1976 until December 31, 1976.

Ma. Elisela M. Rio, increase in salary from Instructor I to Instructor III in Sociology, U.P. College Manila, effective September 1, 1976 until the return of Ma. Elena Rivera from a leave of absence, but not later than May 31, 1977.

Juan F. Rivera, renewal of additional assignment as Contributing Editor—Philippine Jurisprudence Project, Law Center, effective January 1, 1977 until December 31, 1977.

Manuel T. Rivera, renewal of supplementary appointment as Consultant in Orthopedics, University Health Service, effective January 1, 1977 until December 31, 1977.

Aurora C. Rojas as Assistant Professor I of Public Health Administration, Institute of Public Health, effective October 16, 1976 until May 31, 1977.

Emerlinda Roman as Business Manager, *Philippine Collegian*, effective June 11, 1976 until April 30, 1977; as Program Development Associate, Program Development Staff, Office of the President, effective October 1, 1976 until December 31, 1976.

Florida Ruth P. Romero, renewal of additional assignment as Contributing Editor—Persons and Family Relations, Philippine Jurisprudence Project, Law Center, effective January 1, 1977 until December 31, 1977.

Angeles L. Ruiz as Guidance Counselor II, U.P. College Cebu, effective June 14, 1976 until December 14, 1976.

Oscar A. Saddul, renewal of appointment with reclassification of position from Consultant to Physician (with rank of Assistant Professor I), part-time, University Health Service, effective January 1, 1977 until December 31, 1977.

Honorata M. Salazar as Secondary School Teacher, Leyte Research and Development High School Project, U.P. College Tacloban, effective June 1, 1976 until December 31, 1976.

Melito S. Salazar, Jr., increase in salary from Assistant Professor I to Assistant Professor II of Business Administration, College of Business Administration, effective October 1, 1976.

Cesar G. Saldaña, increase in salary from Instructor I to Instructor III in Business Administration, College of Business Administration, effective October 1, 1976 until May 31, 1977.

Leonora S. Salonga, increase in salary from Instructor I to Instructor III in Accounting, College of Business Administration, effective October 1, 1976 until May 31, 1977.

Albert R. San Juan as Lecturer in Statistics, U.P.-NMYC-NCSO Statistical Manpower Training Program, Statistical Center, effective October 9, 1976 until December 11, 1976.

Ma. Neriza C. San Juan as Instructor III in Behavioral Sciences, Institute of Health Sciences (Tacloban), College of Medicine, effective October 1, 1976 until December 31, 1976.

Asteya M. Santiago as Program Development Associate, Program Development Staff, Office of the President, effective September 23, 1976 until December 31, 1976.

Joaquin Santiaguel, extension of additional assignment as Program Development Associate, Program Development Staff, Office of the President, effective October 1, 1976 until December 31, 1976.

Bayani S. Santos as Editor-in-Chief, *Philippine Journal of Veterinary Medicine,* College of Veterinary Medicine, effective October 11, 1976 until April 30, 1977.

Lourdes O. Santos, reappointment as Lecturer in Spanish, College of Arts and Sciences, effective November 4, 1976 until March 31, 1977.

Eleazar O. Sarmiento as Instructor IV in Family Medicine, College of Medicine, and Medical Consultant, Philippine General Hospital, without compensation, effective July 1, 1976 until December 31, 1976.

Federico B. Silao, reappointment to additional assignment as Secretary, Institute of Environmental Planning, effective October 1, 1976 until April 30, 1979.

Jose U. Silao, Jr., renewal of additional assignment as Chairman, Department of Orthopedics, College of Medicine and Philippine General Hospital, effective October 11, 1976 until April 30, 1979.

Imelda S. Silayan, reappointment as Senior Lecturer in Food Science and Nutrition, College of Home Economics, effective November 4, 1976 until May 31, 1977.

Santiago S. Simpas, reappointment to additional assignment as Officer-in-Charge, College of Public Administration, effective October 19, 1976 until the return of Raul P. de Guzman, but not later than November 1, 1976.

Margarita R. Simpliciano, promotion in rank and salary from Instructor IV to Assistant Professor I of Design, College of Fine Arts, effective October 1, 1976.

Ralph G. Steinhardt III as Visiting Fellow, Law Center, effective October 1, 1976 until April 30, 1977.

Benigno M. Sulit, Jr., transfer from non-salaried item to Assistant Professor I (part-time), Anesthesiology Center Western Pacific, College of Medicine, effective December 1, 1975.

Rudolfo O. Sumicad as Senior Lecturer in Food Science, College of Home Economics, effective November 4, 1976 until May 31, 1977.

Fe P. Sumilong, promotion in rank and salary from Management Specialist II to Management Specialist III, Local Government Center, College of Public Administration, effective September 1, 1976.

Julia P. Sy as Instructor I in Pathology, College of Medicine, effective October 1, 1976 until the return of Benjamin Canlas from a leave of absence, but not later than May 31, 1977.

Flordeliza G. Sydiongco as Secondary School Teacher, Leyte Research and Development High School Project, U.P. College Tacloban, effective June 17, 1976 until August 5, 1976.

Cynnthia S. Tabios, reappointment as Instructor III in Business Administration, College of Business Administration, effective October 1, 1976 until the return of Antonio Aguenza from detail at DNR, but not later than December 31, 1976.

Priscilla J. Tablan, renewal of supplementary appointment as Consultant in Chest Diseases, University Health Service, effective January 1, 1977 until December 31, 1977.

Vivien M. Talisayon, promotion in rank and salary and transfer to permanent status from Science Education Specialist II to Science Education Specialist III, Science Education Center, effective October 1, 1976.

Richard M. Tiongco, reappointment as Clinical Assistant Professor, College of Medicine, without compensation, effective October 1, 1976 until December 31, 1976.

Leticia H. Tison as Officer-in-Charge, Committee on Cultural Presentations, Office of the President, effective October 31, 1976 until the return of Eliseo M. Pajaro from Kuala Lumpur, but not later than November 10, 1976.

Erlinda M. Tomayao as Secondary School Teacher, Leyte Research and Development High School Project, U.P. College Tacloban, effective June 1, 1976 until December 31, 1976.

Ricardo B. Torno as Research Associate, Philippine Eye Research Institute, effective July 1, 1976 until December 31, 1976.

Bituin B. Torte, renewal of appointment with reclassification of position from Research Associate I to Project Officer II, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective July 1, 1976 until December 31, 1976.

Virginia F. Trinidad as Instructor II (part-time), College of Medicine, and Consultant (part-time), Philippine General Hospital, effective July 1, 1976 until December 31, 1976.

Renato Umali, renewal of additional assignment as Coach, Soccer Team, Institute of Sports, Physical Education and Recreation, effective December 1, 1976 until April 30, 1977.

Ruben C. Umaly, renewal of additional assignment as Project Leader in a Research Project titled "Serodiagnosis of Schistosomiasis Japonica," Natural Science Research Center, effective September 1, 1976 until December 31, 1976; extension of additional assignment with increase in honorarium as Program Development Associate, Program Development Staff, Office of the President, effective November 1, 1976 until December 31, 1976.

Nancy G. Uy, increase in salary from Instructor I to Instructor II in Business Administration, College of Business Administration, effective October 1, 1976 until May 31, 1977.

Ernesto V. Valdez, renewal of additional assignment as Consultant in Infectious Diseases, University Health Service, effective January 1, 1977 until December 31, 1977.

Carmelo I. Villa as Instructor in Surgery (part-time), College of Medicine, and Attending Surgeon (part-time), Philippine General Hospital, without compensation, effective October 1, 1976 until December 31, 1976.

Rosalina R. Villavicencio, increase in salary as Science Education Specialist II, Science Education Center, effective October 1, 1976.

Leandro A. Viloria, reappointment to additional assignment as Project Director, Regional Development Study Centers, Institute of Environmental Planning, effective September 2, 1976 until August 31, 1977.

Kurt R. Wabitsch as Research Fellow, College of Medicine, without compensation, effective June 2, 1976 until May 31, 1977.

Danilo Yanga, extension of additional assignment as Program Development Associate, Program Development Staff, Office of the President, effective October 1, 1976 until December 31, 1976.

Wilfredo G. Yap as Senior Lecturer in Inland Fisheries, College of Fisheries, without compensation, effective October 15, 1976 until May 31, 1977.

SEPARATIONS FROM THE SERVICE

Resignations

Corazon Antonio as Research Assistant, Institute for Small-Scale Industries, effective October 19, 1976.

Cynthia Balbon as Clerk-Typist, School of Economics, effective October 1, 1976.

Zenaida Bihis as Accounting Clerk, Institute for Small-Scale Industries, effective October 1, 1976.

Gerardo Calabia as Secretary, Institute of Environmental Planning, effective October 1, 1976.

Celia Caringal as Research Assistant, School of Economics, effective October 15, 1976.

Francisco Cortez as Lecturer, College of Veterinary Medicine, effective October 31, 1976.

Eliserio C. Cruz as Emergency Laborer, Office of Business Enterprise, effective October 18, 1976.

Victor de los Reyes as Emergency Laborer, Office of Business Enterprise, effective October 1, 1976.

Linda Echalar as Clerk-Typist, Institute for Small-Scale Industries, effective October 1, 1976.

Elizabeth Enriquez as Research Assistant, Office of Alumni Relations, effective October 1, 1976.

Susan Gonzalo as Research Assistant, School of Economics, effective October 15, 1976.

Elsa Gutierrez as Research Associate, Institute of Environmental Planning, effective October 1, 1976.

Ted Juanite as Senior Research Assistant and Lecturer, U.P. College Baguio, effective October 31, 1976.

Romeo D. Lacsina as Engineering Assistant, Institute for Small-Scale Industries, effective October 1, 1976.

Cynthia Mangubat as Office Assistant (Student), College of Public Administration, effective October 6, 1976.

Corazon R. Pet as Physician (part-time), U.P. College Iloilo, effective October 1, 1976.

Niceto S. Poblador as Chairman, Department of Marketing, Business Economics and Business Law, College of Business Administration, effective October 3, 1976.

Orlando Simbulan as Library Assistant, University Library, effective October 24, 1976.

Nicasio Taqueban as Emergency Laborer, Campus Landscaping Office, effective October 7, 1976.

Romeo Villar as Instructor, College of Fisheries, effective October 31, 1976.

CONTRACTS AND AGREEMENTS

The Board *confirmed* the following contracts and agreements at its 878th meeting on 28 October 1976:

1. Memorandum of Agreement with the Department of Natural Resources and the Business Research Foundation, Inc.

A memorandum of agreement was entered into among the Department of Natural Resources, the U.P. Business Research Foundation, Inc., and the University, through the Marine Sciences Center, whereby the University assigns and transfers all its rights and interests in Phase II of the Project entitled "The Development of Eucheuma Processing Technology," under the Memorandum of Agreement dated 14 April 1975, to the U.P. Business Research Foundation, Inc. Phase I of the Project was conducted by the Marine Sciences Center. Phase II shall be undertaken by the Department and the Foundation-assignee through the University-assignor under a DNR grant beginning October 1, 1976.

2. Owner-Planner Agreement Covering Professional Services

An owner-planner agreement covering professional services was entered into between the U.P. at Los Baños and Cesar M. Concio and Associates for the Master Campus Development Plan for the UPLB.

The nature and scope of work to be done by the Planner shall consist of providing professional services comprising research, planning, architectural and basic engineering services for the preparation of a UPLB Master Campus Development Plan, which shall include the Macro-Analysis and the Micro-Analysis Designs. The contract is for six (6) months.

3. Memorandum of Agreement with the Department of Natural Resources and the Philippine Council for Agriculture and Resources Research

A memorandum of agreement was entered into among the Department of Natural Resources, the Philippine Council for Agriculture and Resources Research and the University, through the College of Forestry, pertaining to the action research project entitled "An Integrated Project for Kaingin Control in the Philippines: A New Approach to Forest Conservation," to be undertaken under DNR and PCARR grants for a period of five (5) years.

4. Memorandum of Agreement with the CDCP Farms Corporation and the Juicenter Marketing

A memorandum of agreement was entered into among the CDCP Farms Corporation, the Juicenter Marketing, and the University, through the College of Agriculture, approved by the President, pertaining to an intensive and extensive research through the UPCA on "Philsoy," a soymilk recently developed by the UPLB, and its by-products. The agreement is for three (3) years.

HISTORICAL PAPERS AND DOCUMENTS

CITATION FOR H. JOHANNES WITTEVEEN

UNIVERSITY OF THE PHILIPPINES

to

H. JOHANNES WITTEVEEN, Ph.D.
of Zeist, Netherlands
Professor, Parliamentarian, Economist

GREETINGS:

In recognitiion of his service in a key position in a crucial institution of our international community;

In acknowledgement of his concern, which we all share, for the integrity of international monetary resources, in order to preserve and protect the value of the wealth that is created by human effort and creativity, and in order that there be order and stability in international monetary affairs;

In further acknowledgement of his brilliant record as Professor in the Netherlands School of Economics, as Member of Parliament starting in the First Chamber and subsequently moving up to the Second Chamber; as Minister of Finance of the Netherlands Government ultimately rising to the rank of First Deputy Prime Minister, and from 1973 as Managing Director and concurrently Chairman of the Board of Executive Directors of the International Monetary Fund;

To all of which we add our hopes that the consistency of his concern for reason and stability be accompanied by a like consistency of commitments to the utilization of international monetary resources as a leavening instrument in humankind's quest for well-being;

The BOARD OF REGENTS OF THE UNIVERSITY OF THE PHILIPPINES, by unanimous vote of its members and upon recommendation of the President of the University and the Committee on Honorary Degrees, today confers upon you the degree of

DOCTOR OF LAWS
(*Honoris Causa*)

In testimony whereof, this diploma and these vestments of distinction of the highest rank of honor in the University of the Philippines are hereby presented to you on this first day of October in the Year of our Lord One Thousand and Nine Hundred and Seventy-Six, and of the University of the Philippines, the Sixty-Ninth.

(Sgd.) ONOFRE D. CORPUZ
President of the University

Attested:

(Sgd.) OSCAR M. ALFONSO
Secretary of the University

CITATION FOR ROBERT S. McNAMARA

UNIVERSITY OF THE PHILIPPINES

to

ROBERT S. MCNAMARA, A.B., M.B.A., LL.D. of
San Francisco, California, U.S.A.
Business Executive, Industrial Analyst, Policy-Maker
and World Bank Leader

GREETINGS:

In recognition of his leadership in orienting established international institutions to new priorities, reflecting the needs of the masses in developing nations; his sensitivity to countryside development as a vehicle of equitable redistribution and sharing of the values of national growth; his concern for the search of appropriate technologies, representing the fruit of human knowledge, to be harnessed as the tool rather than the master of human communities in search of progress; his managerial expertise and international perspective in shaping the World Bank into an effective organization not only for the economic but also the social uplift of the peoples of developing countries; and

In further appreciation of the business wisdom of the World Bank, under his leadership, in recognizing the economic feasibility of our national physical and social infrastructure programs, especially in higher and middle level education and in urban development, so that we avail of international resources for the building up of our own national capacities; and finally

In wonderment and approval of his rich and varied career as a university teacher, an industry executive, public officer, and international executive, reflecting the complexity of life in our times, in our fast-changing world;

The BOARD OF REGENTS OF THE UNIVERSITY OF THE PHILIPPINES, by unanimous vote of its members and upon recommendation of the President of the University and the Committee on Honorary Degrees, today confers upon you the degree of

DOCTOR OF LAWS
(*Honoris Causa*)

In testimony whereof, this diploma and these vestments of distinction of the highest rank of honor in the University of the Philippines are hereby presented to you on this first day of October in the Year of our Lord One Thousand and Nine Hundred and Seventy-Six, and of the University of the Philippines, the Sixty-Ninth.

(Sgd.) ONOFRE D. CORPUZ
President of the University

Attested:

(Sgd.) OSCAR M. ALFONSO
Secretary of the University

REMARKS OF H. JOHANNES WITTEVEEN ON THE OCCASION OF HIS BEING CONFERRED THE HONORARY DEGREE OF DOCTOR OF LAWS ON 1 OCTOBER 1976

I am deeply moved by the honor you have conferred upon me this morning. It is an honor that I shall particularly treasure because it comes from a distinguished seat of learning which has produced a large number of prominent citizens in all walks of life in this country. Much of my early professional life was spent as a university professor. Although I have since moved on to more direct involvement in practical affairs—business, national economic management, and now, international economic management—I have seen this series of changes as but a logical evolution of the first, the academic, stage of my life. I have always been impressed by the essential complementarity between the life of ideas and the life of action; and, while ideas and concepts developed academically are chiseled and refined by the realities of life, I remain convinced of the deep debt that the man of action owes to the man of ideas. This is one reason why I cherish greatly this honor coming from so distinguished an academic institution.

The Annual Meeting of the Board of Governors of the Fund that begins next week has brought me to this beautiful country and among its charming people for the first time. In the course of my work I have had, of course, the opportunity of being acquainted with economic developments in your country, for the Philippines and the Fund have a long history of close relationship. Your various distinguished Secretaries of the Treasury and Governors of the Central Bank in their capacity as Governors of the Fund and as members of committees of the Board of Governors have provided valuable counsel on numerous aspects of Fund policy. Young Filipino nationals have made useful contributions to the work of the Fund's staff. On its part, the Fund has collaborated closely with officials of your country in helping to develop appropriate economic policies within the framework of your national objectives. It has done so by consultations regarding policies and by providing financial support. During the past year, for example, the Fund has helped the Philippines meet the balance of payments impact of the increases in the price of oil and of the depressed world market conditions of forestry products and copper by making the Fund's resources available under the oil facility and the recently liberalized compensatory financing facility. Again, earlier this year, the Philippine authorities have embarked on a major reform of their economic policies aimed at achieving steady growth with reasonable price stability, equilibrium in the balance of payments, and a faster improvement in employment and income distribution. In support of this reform, the Fund has made its resources available to the Philippines under its newly established extended Fund facility. The Philippines is only the second country to use this facility and we hope that it will not only help the Philippines achieve its medium-term goals but will also yield useful experience to the Fund which can then be used to the benefit of other developing countries.

I do not wish to dwell at greater length on these or other aspects of the close relations between the Philippines and the Fund or on particular aspects of the Philippine economic situation. For, as in the case of other individual countries, these are matters for confidential discussions between national authorities and the Fund. Nor shall I discuss the current state and prospects of the world economy and of the structure of world trade and payments, or the recent adaptations of Fund lending policy, for I have discussed these extensively in recent months in other fora and shall have occasion to do so again in the coming days. Rather, this occasion and this audience encourage me to develop somewhat further the thoughts with which I began my remarks today. In this academic atmosphere, my mind goes back to the days when I was a student, and then a professor, at the Netherlands School of Economics. I chose economic science as the subject of my studies because of my interest in problems of national economic policy and my belief that the study of economics as a science was indispensable to the mastery of the economic policy making as an art. Employment theory was my specific field of interest and later, as professor, I concentrated on the contribution that economic theory, particularly business cycle theory, could make to the formulation of economic stabilization policy. Like other economists, I was aware of the limitations of this contribution—e.g., the difficulties of anticipating and dealing with human reactions to different policy stimuli—but I remained convinced that the contribution was an important one. Although our memories of a rather sharp world recession are still fresh, I think one can say that we are now able to avoid severe depressions of the prewar variety. This is at least in some small measure due to the theoretical advances that began mainly with the work of Lord Keynes and have been built upon and improved by numerous others. I think this view would be broadly accepted. One manifestation of its acceptance is the greatly enhanced influence that trained economists have come to wield in the formulation of national economic policies. This is true not only in the developed countries—especially my own country, the Netherlands—but also in many developing countries.

However, this confidence in economic science and economists appears to have been shaken, at least in the popular mind, by the events of the past few years. The commodity boom of 1972-1973, the oil crisis of early 1974, the subsequent sharp recession, and the inflation that continued through these upheavals and, although attenuated, still continues at a disturbingly high rate in many countries, seem to have left economists apparently helpless and unable to control events. While by no means claiming omnipotence for my profession, I would like to argue that this new pessimism is mistaken.

Let me illustrate my point with a brief reference to the problem of inflation toward which, in the political and social milieu of the postwar world, there has been a persistent tendency. I do not think that I would be exaggerating if I said that today economists are capable of diagnosing the causes of most inflationary situations and prescribing remedies that are likely to prove effective.

It is true, of course, that economists are hampered in this area as well by the difficulty of anticipating and controlling the price expectations of consumers and investors. But in any event I believe that in most situations the basic difficulty in controlling inflation is political. The typical inflationary situation is one which arises initially from excess demand. The situation is then exacerbated by cost-push factors and public reactions based on inflationary expectations. The correction of such situations requires painful measures, whether in the monetary, fiscal or other fields, which bear ultimately on the real incomes of one or other economic group. As such they are politically difficult. The lack of political agreement and will leads to insufficient measures and the continuation of inflation. Ultimately, therefore, inflation can be considered the result of a collective evasion of the real problems and choices of the present time.

The rapid pace of changes and development in the modern world is probably a contributing factor because it increases pressures and encourages injustifiable expectations. Inflation has also been defended as a kind of lubricating oil which keeps the social machine running despite serious conflicts and tensions, but we know that too high a consumption of oil is an indication that something is wrong with the machine. In the same way too much inflation certainly indicates some fundamental tension or disharmony in society, the roots of which may have to be found outside the economic field.

This analysis shows that for a complete understanding of inflation one will have to go beyond economic analysis to sociological and political factors. This does not make economic analysis less useful. It has to play the essential role of showing politicians clearly what problems and choices they have to face. I am fully convinced, therefore, that economists can make important and even vital contributions to human welfare.

It is with reference to the problem of the economic development of the presently poor nations that one is most apt to feel desperate about the role of economists. In so many societies, the problem of poverty seems intractable. Is this a failure of economists in the practice of their profession? I would venture to say not. For even such economic ingredients of successful development policies as economists have been able to identify have not found their place in actual policies of many countries. This failure to adopt what are generally recognized as sound development policies has been mainly the result of political difficulties—the difficulty involved in encroaching on entrenched interests, e.g., landlords, heavily protected industries; the difficulty of seeking postponement of consumption by sections of society whose living standards are still very low; the fundamental problem of limiting the increase of the population; or the more general difficulty of creating an atmosphere in which initiative and productivity can develop. To call such difficulties political is, of course, by no means to belittle them or to cast aspersions on those whose profession is statecraft; in a poor society these difficulties can be formidable. But while the political will to overcome such difficulties is, one hopes, being strengthened, economic science and the economist can continue to play a role in identifying and fostering the right policies. Moreover, we have to realize, of course, that even apart from the political aspects I have just referred to, economic development is a multi-faceted process. It is an inter-disciplinary problem par excellence, and no pure economist can do it justice. The task of the university in developing countries is to produce economists who are fully conscious of these extradisciplinary aspects and who will take them fully into account in making their contributions to policy formulation.

In the increasingly-integrated modern world internal developments in each individual country are highly dependent on what happens elsewhere. The desired results in fighting inflation and promoting development and employment can therefore only be obtained with the help of international monetary cooperation. This brings me to the role of the Fund. I have dealt with these matters at length elsewhere and they will be reviewed and discussed intensively in the Annual Meeting next week. I shall therefore be brief. When the Bretton Woods par value system collapsed five years ago the nations of the world demonstrated that they wanted to return to a system based on international agreement and commitments, although of course a system with greater flexibility and resiliency than the one that had collapsed. The comprehensive amendment of the Articles of Agreement approved by the Board of Governors and now awaiting ratification by individual member nations is an important step forward. With this step, a new international monetary system is in prospect, with the Fund at its center. In the new Articles, the role of gold has been greatly reduced and provision has been made for some immediate improvements in the characteristics of the SDR as well as its possible future development as an international reserve asset. Member countries have been given a much greater freedom with respect to their choice of an exchange system than before. But they are not given a freedom of behavior. Indeed, the obligations of individual member countries to the international community and the regulatory role of the Fund are more heavily underscored than before.

In the period ahead, the Fund will face a major challenge in guiding members to a satisfactory set of exchange arrangements that is flexible, like the present one, and yet is more stable, and in providing appropriate surveillance over the policies and actions of members. As a more stable exchange system evolves, rules may well have to be developed for ensuring symmetry in the international payments adjustment process—a problem that was a major concern a few years ago. These issues may require the development of new analytical techniques. And beyond this there is still the task of gradually promoting better international surveillance over international money. Scholarly ingenuity and political will combined together some years ago in the pioneering development of an international reserve asset, the special drawing right. Imagination and realistic analysis will be needed to discover the ways in which the special drawing right can gradually be made into the principal reserve asset in the international monetary system as the amended Articles of Agreement require. Certainly, there is wide scope here for continued academic contributions although, as in all other fields of economic policy, the

realization of this objective will depend upon political will in the individual countries that make up the international community that is represented in the Fund. We see, therefore, a complex of necessary partnership—among all countries, developed and developing, and among their representatives in the Fund—but always in these activities between the economist and the statesman. I return, therefore, to my original sentiment. In accepting the honor that you have awarded me today, I like to think that it is because in a variety of ways I have been and continue to be an active partner in the enterprise of increasing human economic welfare.

REMARKS OF ROBERT S. McNAMARA ON THE OCCASION OF HIS BEING CONFERRED THE HONORARY DEGREE OF DOCTOR OF LAWS ON 1 OCTOBER 1976

I am deeply grateful to the University of the Philippines for this high honor. I accept it not for myself, but on behalf of those many, many people all over the world who have labored and continue to labor to eliminate the scourge of poverty, which condemns hundreds of millions of our fellow human beings to lives of malnutrition, disease and illiteracy. This campaign is, I believe, the central task for our generation and for the rest of this century. It is a war to give meaning back to life, and it is this effort, conducted by international institutions and national development agencies, but above all by thousands and millions of people in the developing countries, which you honor today.

In the fight against poverty, we are all students. None of us has all the answers. Far from it. There are, however, some central themes which begin to emerge from the experience of the last decade or two.

It is clear now that no feasible level of traditional welfare programs—and no simple redistribution of already inadequate wealth—will be enough to eliminate poverty. The only realistic way to reduce poverty is to assist the poor themselves to become more productive.

A large part of our efforts must be concentrated in the rural areas. Of the two billion persons living in the developing countries, nearly two-thirds are members of farm families. Of these about 800 million live under conditions of absolute poverty so degrading that their basic human needs go unmet.

The search to find some escape from such conditions leads growing armies of the rural peoples to the urban centers. This drift, which is rapidly becoming a flood, guarantees that the urban poverty problem will also grow to mammoth proportions.

In both the urban and the rural areas quick, effective remedies must be found to reduce the crushing burden of high rates of population growth. Unless that is done the task of providing productive employment for the growing numbers of people reaching the labor force will become totally unmanageable.

Finding solutions to these immense problems will, of course, depend primarily on the efforts of the peoples and governments in the developing countries. But the international community clearly has the means and thus the responsibility to assist them by providing additional resources and strong technical support.

In the transformation of poverty-plagued societies, you in the universities must play a central role. It is from you that we practitioners seek practical ideas for accelerating the development process. It is from you we must have timely evaluations of our rapidly changing experience. And it is you who train the personnel who will direct the programs to increase the productivity and incomes of the poor.

It was in recognition of the potential of this university for contributing to the nation's development that the World Bank made its first loan in the educational sector to the university many years ago. And I see in front of me in the audience Dr. Lieftinck who was then a Director of the Bank. Dr. Lieftinck was a distinguished predecessor of Dr. Witteveen, serving as Finance Minister of the Netherlands immediately after World War II and leading that nation forward economically after the chaos of the war. Dr. Lieftinck has served as a Director of the Bank and Fund for most of the years since that time, and we are all indebted to him for the contribution which he has made to these institutions.

I speak today mainly of problems. But I do not speak with any sense of resignation. Countless people all over the world have dedicated their lives to meet the challenge of poverty, and I am confident that their efforts will ultimately prove successful. It is these people, some famous, some quite unheralded, whom you honor today; and it is in recognition of their efforts, and the exciting role I have been allowed to play in their midst, that I accept this great honor.

Thank you.

U.P. COMMON SALARY SCALE

(Approved by the Board of Regents at its 878th meeting, 28 October 1976)

The New Salary Scale				The Old Salary Scale								
				The Acad. Teach. Scale			The Acad. Non-Teach. Scale			The Administrative Scale		
Step	Salary	Diff.	% Diff.	Salary	Inc.	% Inc.	Salary	Inc.	% Inc.	Salary	Inc.	% Inc.
1	4800	—	—	—	—	—	—	—	—	3744	1056	28.21%
2	5076	276	5.750%	—	—	—	—	—	—	3996	1080	27.03%
3	5376	300	5.910%	—	—	—	—	—	—	4260	1116	26.20%
4	5688	312	5.804%	—	—	—	—	—	—	4536	1152	25.40%
5	6024	336	5.907%	—	—	—	4560	1464	32.11%	4824	1200	24.88%
6	6372	348	5.777%	—	—	—	4836	1536	31.76%	5124	1248	24.36%
7	6744	372	5.838%	—	—	—	5124	1620	31.62%	5448	1296	23.79%
8	7128	384	5.694%	—	—	—	5436	1692	31.13%	5772	1356	23.49%
9	7536	408	5.724%	—	—	—	5748	1788	31.11%	6120	1416	23.14%
10	7968	432	5.732%	—	—	—	6096	1872	30.71%	6468	1500	23.19%
11	8424	456	5.723%	—	—	—	6816	1608	23.59%	6840	1584	23.16%
12	8904	480	5.698%	—	—	—	7212	1692	23.46%	7236	1668	23.05%
13	9408	504	5.660%	—	—	—	7632	1776	23.27%	7656	1752	22.88%
14	9936	528	5.612%	—	—	—	8088	1848	22.85%	8112	1824	22.49%
15	10488	552	5.556%	—	—	—	8556	1932	22.58%	8580	1908	22.24%
16	11076	588	5.606%	—	—	—	9060	2016	22.25%	9084	1992	21.93%
17	11688	612	5.525%	9180	2508	27.32%	9588	2100	21.90%	9612	2076	21.60%
18	12336	648	5.544%	9708	2628	27.07%	10140	2196	21.66%	10164	2172	21.37%
19	13020	684	5.545%	10296	2724	26.46%	10728	2292	21.36%	10752	2268	21.09%
20	13728	708	5.438%	10956	2772	25.30%	11340	2388	21.06%	11376	2352	20.68%
21	14472	744	5.420%	11820	2652	22.44%	12000	2472	20.60%	12036	2436	20.24%
22	15264	792	5.473%	13008	2256	17.34%	12708	2556	20.11%	12732	2532	19.89%
23	16092	828	5.425%	13800	2292	16.61%	13440	2652	19.73%	13404	2628	19.52%
24	16956	864	5.369%	14652	2304	15.72%	14220	2736	19.24%	14244	2712	19.04%
25	17868	912	5.379%	15576	2292	14.71%	15036	2832	18.83%	15072	2796	18.55%
26	18816	948	5.306%	16572	2244	13.54%	15900	2916	18.34%	15924	2892	18.16%
27	19812	996	5.293%	17100	2712	15.86%	16800	3012	17.93%	16824	2988	17.76%
28	20856	1044	5.270%	18084	2772	15.33%	17748	3108	17.51%	17772	3084	17.35%
29	21948	1092	5.236%	19272	2676	13.89%	18744	3204	17.09%	18780	3168	16.87%
30	23100	1152	5.249%	20460	2640	12.90%	19800	3300	16.67%	19836	3264	16.45%
31	24300	1200	5.195%	21780	2520	11.57%	20928	3372	16.11%	20952	3348	15.98%
32	25560	1260	5.185%	21192	4368	20.61%	22116	3444	15.57%	22140	3420	15.45%
33	26880	1320	5.164%	22440	4440	19.79%	23364	3516	15.05%	23400	3480	14.87%
34	28260	1380	5.134%	23892	4368	18.28%	24684	3576	14.49%	24720	3540	14.32%
35	29700	1440	5.096%	25416	4284	16.86%	26088	3612	13.85%	26112	3588	13.74%
36	31212	1512	5.091%	27120	4092	15.09%	27456	3756	13.68%	27480	3732	13.58%
37	32796	1584	5.075%	28920	3876	13.40%	28872	3924	13.59%	28896	3900	13.50%
38	34452	1656	5.049%	30900	3552	11.50%	30360	4092	13.48%	—	—	—
39	36180	1728	5.016%	33120	3060	9.24%	—	—	—	—	—	—

The Honorarium Rates for Overload Teaching:

	Night Program	*Day Program*
Instructor	₱213.35/unit	₱260.00/unit
Asst. Professor	226.65/unit	280.00/unit
Assoc. Professor	246.65/unit	306.65/unit
Professor	273.35/unit	346.65/unit

The Hourly Rates:

Student Assistants and other employees on hourly basis: ₱2.00 per hour.
Graduate Assistants: ₱4.00 per hour.

GRANT OF CIVIL SERVICE ELIGIBILITY TO COLLEGE HONOR GRADUATES

MALACAÑANG
Manila
PRESIDENTIAL DECREE NO. 907
GRANTING CIVIL SERVICE ELIGIBILITY TO COLLEGE HONOR GRADUATES

WHEREAS, it is the policy of the government to afford the youth with every possible opportunity for participation and involvement in rational endeavors, especially those that will lead to the improvement of communities and of the public service;

WHEREAS, for the purpose of employment in the public service, the Constitution prescribes competitive examinations as the principal means of determining merit and fitness but at the same time opens the door for adoption of other methods;

WHEREAS, the government is convinced that a student who has pursued his collegiate course as a scholar and has in fact graduated with honors, has sufficiently shown that he is fit to hold a position in the public service and competent to discharge its duties and responsibilities;

WHEREAS, it is considered that graduation with honors earned under the competitive atmosphere of the academic community is as good as a qualifying mark in a competitive examination to determine merit and excellence for public employment;

WHEREAS, the immediate absorption of these honor graduates in the public service will assure their participation in public affairs and buoy up the quality of the civil service;

NOW, THEREFORE, I, FERDINAND E. MARCOS, President of the Philippines, by virtue of the powers vested in me by the Constitution, do hereby decree:

SECTION 1. Honor graduates of four-year or longer courses from schools, colleges and universities of good standing as determined by the Secretary of Education and Culture are hereby conferred appropriate civil service eligibilities, as follows:

Second Grade

Civil Service Eligibility—For those who occupy positions requiring the application of knowledge and skill outside their field of study.

First Grade

Civil Service Eligibility—For those who occupy positions within their respective fields of study.

SECTION 2. Honor graduates shall refer to those students who finish their course with at least *cum laude* honors.

SECTION 3. The Civil Service eligibility granted under this Decree shall prescribe in the manner provided under Sec. 19 (9) of P.D. No. 807.

SECTION 4. The Civil Service Commission shall promulgate rules and regulations to implement the provisions of this Decree.

SECTION 5. This Decree shall take effect upon its approval provided that honor graduates from the school year 1972-1973 and thereafter shall likewise be conferred eligibilities under this Decree.

DONE in the City of Manila, this 11th day of March, in the year of Our Lord, nineteen hundred and seventy-six.

(SGD.) FERDINAND E. MARCOS
President of the Philippines

By the President:

(SGD.) JACOBO C. CLAVE
Presidential Executive Assistant

MALACAÑANG
Manila
PRESIDENTIAL DECREE NO. 993
EXTENDING THE BENEFITS OF PRESIDENTIAL DECREE NUMBERED NINE HUNDRED SEVEN TO HONOR GRADUATES OF SCHOOL YEARS PRIOR TO 1972-1973

WHEREAS, under Presidential Decree No. 907, I granted civil service eligibilities to honor graduates from schools, colleges and universities deemed to be in good standing by the Secretary of Education and Culture to encourage the accession of competent and qualified people into the civil service;

WHEREAS, considering that this rationale would apply equally to other honor graduates, I have deemed it wise and proper to extend the benefits of the Decree to honor graduates of school years previous to school year 1972-1973;

NOW, THEREFORE, I, FERDINAND E. MARCOS, President of the Philippines, by virtue of the powers vested in me by the Constitution, do hereby decree and order that:

SECTION 1. Section 5 of Presidential Decree No. 907 is hereby amended to read as follows:

"Section 5. x x x x x x x x

Honor graduates during the school years previous to 1972-1973 shall likewise be conferred civil service eligibilities as provided in Presidential Decree No. 907. They shall, however, register with the Civil Service Commission or any of its regional offices, within six months after the approval of this Decree. The Civil Service Commission shall grant the eligibility in accordance with the rules and regulations promulgated for this purpose."

SECTION 2. This Decree shall take effect immediately.

Done in the City of Manila, this 6th day of September in the year of Our Lord, nineteen hundred and seventy-six.

(SGD.) FERDINAND E. MARCOS
President of the Philippines

By the President:

(SGD.) JACOBO C. CLAVE
Presidential Executive Assistant

DEFINING ROLES, DUTIES AND RESPONSIBILITIES OF CHIEFS OF DIVISIONS IN THE DEPARTMENTS AND AGENCIES OF THE GOVERNMENT AND REGULARIZING THEIR APPOINTMENTS

MALACAÑANG
Manila

PRESIDENTIAL DECREE NO. 988
DEFINING THE ROLES, DUTIES AND RESPONSIBILITIES OF CHIEFS OF DIVISIONS IN THE DEPARTMENTS AND AGENCIES OF THE GOVERNMENT AND REGULARIZING THEIR APPOINTMENTS

WHEREAS, Chiefs of Divisions occupy pivotal positions in the governmental hierarchy, comprising the link between the top management and the rank and file of government personnel;

WHEREAS, this puts the Chiefs of Divisions in the best position to oversee the performance of the employees;

WHEREAS, Chiefs of Divisions are directly charged with translating into action the policies, plans and programs of a department or agency, whether these constitute line or staff activities;

WHEREAS, Chiefs of Divisions are generally career officials who have been appointed to their positions by virtue of competence, qualifications and potential not to mention dedication and commitment to department or agency goals;

NOW, THEREFORE, I, FERDINAND E. MARCOS, President of the Philippines, by virtue of the powers vested in me by the Constitution, do hereby decree and order:

SECTION 1. As used in this Decree, "Chief of Division" shall refer to the incumbent of a position in the second level of the career civil service, whether in a department or agency or local government, which has the responsibility of overseeing the work of an organizational unit charged with a major and specialized activity.

SECTION 2. A Chief of Division shall be appointed to a position whose nomenclature reflects the expertise required in his area of work but such position shall be specifically referred to as a "Chief of Division" position.

SECTION 3. A Chief of Division shall be responsible for the accomplishment of the goals and objectives of his organizational unit. To this end he shall perform the following:

1. Planning, programming and distribution of work;
2. Motivation, training and development of employees;
3. Review and evaluation of performance of employees;
4. Maintenance of morale and discipline among employees;
5. Development of cooperative and well-coordinated workforce; and
6. Coordination and cooperation with other organizational units within the department or agency.

SECTION 4. These functions shall be performed by a Chief of Division in accordance with guidelines, policies and standards set by his higher supervisors and contained in laws and policies governing his actions.

Further, in the performance of these functions, the Chief of Division shall be responsible and accountable to his higher supervisors.

SECTION 5. The Chief of Division shall be required to submit semi-annually an action program for his division based upon the broad policy guidelines of the Office to which his Division belongs, which shall be arrived at in consultation with his employees, the accomplishment of which shall form the basis for the evaluation of the performance of the Division, of himself, and that of his employees.

SECTION 6. A sound comprehensive method for the selection of Chief of Division shall be established by the Civil Service Commission which shall be supplemented and reinforced by thorough and continuous training by the departments and agencies of such Chiefs and prospective Chiefs in the obligations and techniques of good supervision.

SECTION 7. Any law or decree or provision of law or decree inconsistent with this Decree is hereby repealed or modified accordingly.

SECTION 8. This Decree shall take effect immediately.

Done in the City of Manila, this 26th day of August, in the year of Our Lord, nineteen hundred and seventy-six.

(SGD.) FERDINAND E. MARCOS
President of the Philippines

By the President:

(SGD.) JACOBO C. CLAVE
Presidential Executive Assistant

PLS. RETURN TO OSU RECORDS

RES Gazette

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ADMINISTRATIVE ISSUANCES

ADMINISTRATIVE ORDERS

Administrative Order No. 28: Designation as Officer-in-Charge of the Property Division

Mr. Adriano C. Cabel is hereby designated Officer-in-Charge of the Property Division, without additional compensation, effective November 4, 1976 until the appointment of a permanent Chief of Division, but not later than February 3, 1977.

3 November 1976

Administrative Order No. 57: Committee on the Plan for Financial Assistance in Case of Death

The following are hereby constituted into a Committee with Atty. Pio P. Frago as Chairman, to administer the Plan for Financial Assistance in Case of Death for the employees of the University: Miss Nora Cabreza, Officer-in-Charge, Accounting Division and Mrs. Ermelina B. Kalagayan, University Cashier, members.

They may seek the assistance of any office personnel of the University in the implementation of the Plan, if possible starting December 1, 1976.

9 November 1976

Administrative Order No. 29: Constitution of the Student Disciplinary Tribunal

The following are hereby constituted into the Student Disciplinary Tribunal, effective November 23, 1976 until November 22, 1977, to try and hear cases involving discipline of students as prescribed in the Revised Rules and Regulations on Student Conduct and Discipline approved by the Board of Regents at its 876th meeting on September 2, 1976: Prof. Andres I. Fernandez, Chairman; Atty. Elpidio M. Catungal, Atty. Fedor E. Santos, members.

They are entitled to receive honoraria in accordance with the rates prescribed by the Board of Regents.

23 November 1976

MEMORANDUM CIRCULARS

Granting of Retirement Awards and Length of Service Awards

In accordance with the Civil Service rules and regulations on a Suggestions and Incentive Award System, the University of the Philippines plans to honor deserving faculty, academic non-teaching and administrative staff by granting them retirement awards and length of service awards as the case may be, at an appropriate ceremony. The awards are categorized as follows:

1) *Retirement Award*—this will be granted to faculty members, academic non-teaching and administrative personnel who have served at least fifteen years at the time of their retirement between the period October 1, 1975 and December 15, 1976.

2) *Length of Service Award*—this will be granted to faculty members, academic non-teaching and administrative personnel who completed or will have completed twenty years of continuous and satisfactory service in the government as of December 15, 1976.

For purposes of both awards, service in other government agencies shall be counted.

To have a comprehensive and complete listing of those entitled to the award, all deans, directors and heads of offices are requested to submit the list of faculty members and academic non-teaching and administrative personnel falling under the foregoing categories of awards *on or before December 6, 1976* to the Office of the Vice-President for Administration.

Thank you for your cooperation.

16 November 1976

(Sgd.) RAMON C. PORTUGAL
Vice-President for Administration
and
Chairman, University Suggestions and Incentive Award Committee

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Memorandum Circular No. 38: Research Fellowships in the Federal Republic of Germany for Filipino Scholars

Quoted hereunder is a letter to the President dated 25 August 1976 regarding Research Fellowships in the Federal Republic of Germany for Scholars of the Philippines, for information:

"25 August 1976

"To the President
of the University of the Philippines
"Dr. O.D. Corpuz
"*Diliman, Quezon City/Philippines*
"Re: Research Fellowships in the Federal Republic of Germany for Scholars of the Philippines

"Dear Mr. President:

"We have reason to assume that the possibilities which the Alexander von Humboldt Foundation could offer to young qualified scholars of the Philippines are not very well known. So far only a few scholars of the Philippines have been sponsored by the Humboldt Foundation. We are, however, of the opinion that use could be made of the Humboldt research fellowships on a broader scale by scholars from your country, and thus strengthen the scientific relations and cooperation between the Philippines and the Federal Republic of Germany. Therefore, we should like to ask for your assistance in publishing the enclosed information material within the scope of your activities.

"440 research fellowships are annually awarded in a worldwide competition. They provide the opportunity to pursue research project of own choice within the Federal Republic of Germany and in Berlin (West) during a period of 6 months up to 2 years. In addition travel expenses and, if necessary, stipends for German language courses are granted.

"The Humboldt Foundation sponsors scholars of all nations and all academic disciplines—including the humanities—up to age of 40 who hold an academic position and have publications to their credit. Preferably they should be Ph.D. holders. In the case of the Philippines, the Humboldt Foundation is prepared to make an exception regarding this point.

"Candidates who are interested and who are sufficiently qualified can apply at any time of the year either direct to the secretariat of the Foundation in Bonn-Bad Godesberg or through the German Embassy in Manila.

"We would readily send you further information and/or application material. Thanking you in advance for your interest and assistance, we remain,

"Sincerely yours,
"for the Secretary General
"Dr. Thomas Berberich"

18 November 1976

For the President:
(Sgd.) OSCAR M. ALFONSO
Secretary of the University

MEMORANDUM

Memorandum No. 29: Approval of Plans of Construction Projects

Attention is invited to Memorandum Circular No. 17 of the Office of the President dated 25 April 1974, requiring that all plans of construction projects should be cleared with this Office through the President's Advisory Committee on Campus Planning and Development before implementation.

All Deans, Directors and Heads of Offices are further enjoined that projects to be funded and/or undertaken by agencies other than the University should not be started unless the terms and conditions pertinent thereto are duly approved.

Non-compliance will be subject to disciplinary action.

15 November 1976

(Sgd.) ONOFRE D. CORPUZ
President

Attachment: as stated.

University of the Philippines
Quezon City

Office of the President

25 April 1974

It has come to the attention of this Office that certain construction projects on campus—buildings, facilities, landscaping, structures of all kinds, etc.—have been or are being undertaken without the prior approval of the plans, resulting in improper siting and/or substandard construction.

Henceforth, all plans of construction projects should be cleared with this Office through the President's Advisory Committee on Campus Planning and Development before implementation.

(Sgd.) SALVADOR P. LOPEZ
President

DECISIONS OF THE BOARD OF REGENTS

879th Meeting, 25 November 1976 (Cebu City)

APPOINTMENTS, REAPPOINTMENTS, RENEWALS OF APPOINTMENT, PROMOTIONS, INCREASES IN SALARY, ET AL.

The Board approved the following appointments, reappointments, renewals of appointment, promotions, increases in salary, and other related matters:

Shuichi Aiba as Professorial Lecturer, U.P.-UNESCO Regional Training Course on the "Role of Microbiology in the Management and Control of the Environment," Natural Science Research Center, effective October 17, 1976 until November 5, 1976.

Luis M. Alarilla, increase in salary from Professor IV to Professor VI of Education, College of Education, effective July 1, 1976.

Luis M. Alarilla, Jr. as UPERDFI Associate Professor in Computer Systems, College of Engineering, effective December 1, 1976 for a period of one (1) year.

Jose A. Azarcon, Jr. as UPERDFI Associate Professor in Communication Systems, College of Engineering, effective December 1, 1976 for a period of one (1) year.

Romeo C. Bruce as UPERDFI Professor of Photogrammetry, College of Engineering, effective December 1, 1976 for a period of one (1) year.

Venus J. Calilung as McMicking Associate Professor of Entomology, College of Agriculture, University of the Philippines at Los Baños, effective July 1, 1976 until June 30, 1977.

Elico C. Canlas as Professorial Lecturer in Forest Resources Management, College of Forestry, University of the Philippines at Los Baños, effective November 4, 1976 until March 8, 1977.

Petronilo Bn. Daroy as U.P. Alumni Association of Wisconsin Associate Professor of Philippine Literature, College of Arts and Sciences, effective November 1, 1976 until October 31, 1977.

Oseas A. del Rosario, automatic pre-retirement increase in salary from Professor V to Professor VII of Education, College of Education, effective October 1, 1976.

Ofelio R. Exconde as Ayala Professor of Plant Pathology, College of Agriculture, University of the Philippines at Los Baños, effective July 1, 1976 until June 30, 1977.

Teodorico F. Festin as UPERDFI Professor in Waste Utilization, College of Engineering, effective December 1, 1976 for a period of one (1) year.

Melvin Finstein as Professorial Lecturer, U.P.-UNESCO Regional Training Course on the "Role of Microbiology in the Management and Control of the Environment," Natural Science Research Center, effective October 17, 1976 until November 5, 1976.

Jaime O. Flores, reappointment as Professorial Lecturer in Business Administration, College of Business Administration, effective November 4, 1976 until May 31, 1977.

Rhodelia L. Gabriel as Professorial Lecturer in Sociology, College of Sciences and Humanities, University of the Philippines at Los Baños, effective November 4, 1976 until March 30, 1977.

Oscar M. Gatmaitan as San Miguel Foundation Associate Professor of Animal Science, College of Agriculture, University of the Philippines at Los Baños, effective July 1, 1976 until June 30, 1977.

Arturo A. Gomez as Ayala Professor of Agronomy, College of Agriculture, University of the Philippines at Los Baños, effective July 1, 1976 until June 30, 1977.

Cristy R. Hernandez as Felipe F. Cruz Professor in Geodesy, College of Engineering, effective December 1, 1976 for a period of one (1) year.

Rufino C. Lirag, Jr. as UPERDFI Associate Professor in Energy, College of Engineering, effective December 1, 1976 for a period of one (1) year.

Mario Antonio O. Lopez as Professorial Lecturer in Resources Management, Institute of Human Ecology, University of the Philippines at Los Baños, effective November 4, 1976 until May 31, 1977.

Nelia Cortes-Maramba, promotion in rank and salary from Associate Professor IV to Professor I of Pharmacology, College of Medicine, effective October 1, 1976.

Dulce Corazon S. Miranda as Professorial Lecturer in Human Development, Institute of Human Ecology, University of the Philippines at Los Baños, effective November 4, 1976 until May 31, 1977.

Edgardo S. Pacheco as A.M. Oreta & Co., Inc. Professor in Engineering Mechanics, College of Engineering, effective December 1, 1976 for a period of one (1) year.

David Pramer as Professorial Lecturer, U.P.-UNESCO Regional Training Course on the "Role of Microbiology in the Management and Control of the Environment," Natural Science Research Center, effective October 17, 1976 until November 5, 1976.

Dioscoro S. Rabor as Professorial Lecturer in Forest Wildlife Biology and Management, College of Forestry, University of the Philippines at Los Baños, effective October 1, 1976 until June 30, 1977.

Peter Rogers as Professorial Lecturer, U.P.-UNESCO Regional Training Course on the "Role of Microbiology in the Management and Control of the Environment," Natural Science Research Center, effective October 17, 1976 until November 5, 1976.

Amado San Mateo as UPERDFI Associate Professor of Operations Research, College of Engineering, effective December 1, 1976 for a period of one (1) year.

Hideo Tabei as Visiting Scientist, Department of Plant Pathology, College of Agriculture, University of the Philippines at Los Baños, without compensation, effective October 8, 1976 until October 7, 1977.

Rosa Linda P. Tidalgo, increase in salary from Associate Professor I to Associate Professor II of Economics, School of Economics, effective June 1, 1976.

Helen L. Valmayor as San Miguel Foundation Associate Professor of Ornamental Horticulture, College of Agriculture, University of the Philippines at Los Baños, effective July 1, 1976 until June 30, 1977.

Ma. Cristina Velez as Professorial Lecturer in Environmental Planning and Analysis, Institute of Human Ecology, University of the Philippines at Los Baños, effective November 4, 1976 until May 31, 1977.

Rosalina R. Villavicencio as Professorial Lecturer in Zoology, College of Sciences and Humanities, University of the Philippines at Los Baños, effective November 4, 1976 until March 11, 1977.

Ceferina R. Yepez, promotion in rank and salary from Senior Lecturer to Professorial Lecturer in Sociology, U.P. Extension Division Clark Air Base, effective November 1, 1976 until May 31, 1977.

The Board *confirmed* the following *ad interim* appointments:

Florian A. Alburo as Visiting Assistant Professor of Economics, School of Economics, without compensation, effective November 2, 1976 until May 31, 1977.

Sabino Padilla, Jr. as Professorial Lecturer in Law, College of Law, effective November 4, 1976 until May 31, 1977.

Jose Socrates as Professorial Lecturer in Education, College of Education, effective November 4, 1976 until May 31, 1977.

Romulo M. Villa as Professorial Lecturer in Law, College of Law, effective November 2, 1976 until May 31, 1977.

Tecla San Andres Ziga as Professorial Lecturer in Law, College of Law, effective November 2, 1976 until May 31, 1977.

TRANSFER TO PERMANENT STATUS

The Board approved the transfer of the following to permanent status:

Vivencio N. Abastillas, Jr. as Assistant Professor I of Physics, College of Arts and Sciences, effective October 1, 1976.

Patricia T. Arroyo as Assistant Professor III of Fisheries Technology, College of Fisheries, effective November 1, 1976.

Fe R. Bernardo as Assistant Professor II of Statistics, Statistical Center, effective November 1, 1976.

Aida Z. Caballes as Assistant Professor I of Economics, U.P. College Manila, effective September 1, 1976.

Victor C. Feliciano as Assistant Professor I of Business Administration, College of Business Administration, effective October 1, 1976.

Jose C. Gatchalian, Jr. as Assistant Professor VI of Industrial Relations, Asian Labor Education Center, effective January 1, 1977.

Romeo S. Raros as Assistant Professor IV of Forest Biological Sciences, College of Forestry, University of the Philippines at Los Baños, effective November 25, 1976.

Maximo D. Saenz as Physician (with rank of Instructor VI), University Health Service, effective January 1, 1976.

SCHOLARSHIPS, FELLOWSHIPS, GRANTS AND GIFTS

The Board accepted the offer of the Philippine Theatre of the Performing Arts to donate a music scholarship fund, to consist initially of ₱7,000.00, for the *Jose Tomas Manila Concert Scholarship* exclusively for Filipino classical guitarists in the College of Music.

There will be three categories of scholars, as follows:

Group A—grantees enrolled in not more than 5 units;
Group B—grantees enrolled in not more than 10 units and not less than 6 units; and
Group C—grantees enrolled in not less than 11 units.

It is understood that each grantee in Group A shall be entitled to a subsidy of ₱300.00 per semester; in Group B to a subsidy of ₱400.00 per semester; and in Group C to a subsidy of ₱500.00 per semester.

It is further understood that whatever amount remains from said subsidy shall be reimbursed to the grantee who may then spend it freely. As a condition for the continued enjoyment of the scholarship, grantee shall have a grade of PASSED (which means at least a grade of "3" in each subject every end of the semester).

* * *

The Board approved the revised rules of the *Tau Alpha Scholarship-Study Grants* in the College of Engineering.

* * *

The Board *confirmed* the following donations and grants from outside agencies to the University of the Philippines at Los Baños:

(1) A donation from the *International Rice Research Institute* consisting of two units of used motor vehicles. These vehicles will be used by the various units and offices of the UPLB.

(2) A grant from the *International Harvester Macleod, Inc.* establishing an undergraduate fellowship in the Institute of Agricultural Engineering and Technology (INSAET).

* * *

The Board accepted a donation of four (4) units of used motor vehicles from the *International Rice Research Institute* for the U.P. Diliman, Quezon City.

* * *

The Board accepted the *U.P. Dilimanians Scholarship-Study Grants* donated by the U.P. Dilimanians. Each grant shall consist of ₱600.00 per semester and shall be awarded preferably to students who did not qualify for grants-in-aid or any government scholarships.

* * *

The Board accepted the scholarship offer of the Alumnae Chapter U.P. Delta Lambda Sigma Sorority, Inc. for the *U.P. Delta Lambda Sigma Sorority, Inc. Alumnae Chapter Scholarships.* The scholarships, which shall be open to bona fide female freshmen, shall consist of two grants, each totalling ₱5,300.00 per year, effective the academic year 1977-1978.

* * *

The Board approved the revision of rule one of the rules governing the *Ceferino M. Picache Scholarship-Study Grant,* as follows:

"1. It consists of [two] *one* scholarship [awards] award of [₱300.00] *₱600.00* a semester or [₱600.00] *₱1,200.00* a year." (Words in bracket to be deleted; those in italics to be added.)

The revision has been cleared with the donor.

* * *

The Board approved the inclusion in the U.P. Investment Portfolio of the amount of ₱13,000.00 donated by the *U.P. Club of America* for the purpose of providing schol-

arships to entering freshmen. This will enable the Office of Student Affairs to open the scholarship to applicants beginning the academic year 1977-1978.

PROFESSORIAL CHAIRS

The Board accepted the following donations for professorial chairs in the College of Engineering:

a. The *Felipe F. Cruz Professorial Chair in Geodesy*, to be funded by a continuing support of ₱6,000.00 per year from the earnings of a donation from Felipe F. Cruz;
b. The *A.M. Oreta & Co. Inc. Professorial Chair in Engineering Mechanics*, to be funded by a continuing support of ₱6,000.00 per year from the earnings of a donation from A.M. Oreta & Co., Inc.;
c. The *UPERDFI Professorial Chair in Operations Research;*
d. The *UPERDFI Professorial Chair in Energy;*
e. The *UPERDFI Professorial Chair in Waste Utilization;*
f. The *UPERDFI Professorial Chair in Computer Systems;*
g. The *UPERDFI Professorial Chair in Photogrammetry;*
h. The *UPERDFI Professorial Chair in Communication Systems;*
i. The *UPERDFI Professorial Chair in Environmental Engineering;* and
j. The *UPERDFI Professorial Chair in Process Development.*

Professorial Chair Nos. c to j will be funded by a continuing support of ₱6,000.00 each per year from the earnings of the *U.P. Engineering Research and Development Foundation, Inc.* (*UPERDFI*).

* * *

The Board *confirmed* acceptance of a grant from the *Filipinas Foundation, Inc.* establishing the *McMicking Professorial Chairs* in the College of Agriculture, University of the Philippines at Los Baños.

The grant will be used to support two (2) professorial chairs in agricultural sciences beginning the school year 1976-1977. The chairs shall be open to professors of the College. The UPLB shall determine qualifications and criteria for the selection of nominees for the chairs, who shall be appointed initially for a period of twelve (12) months each with an honorarium of ₱500.00 per month.

COLLECTION OF FEES

The Board authorized the National Teacher Training Center for the Health Professions to collect board and lodging fees from non-U.P. participants in various live-in workshops undertaken by the NTTCHP (₱442.50 per participant for five days).

The Board authorized the Science Education Center to charge the following fees for training programs:

₱400.00 per participant per month.
₱ 20.00 per hour for the use of SEC vehicles by the participants for field/observation/trips.

Income derived from the fees will accrue to a special account, against which all expenses in connection with the training program will be charged.

SUBSCRIPTION RATES FOR *EDUCATION QUARTERLY*

The Board approved the increase in the subscription rates for the *Education Quarterly* of the College of Education, as follows:

	From	*To*
Students and faculty	₱ 6.00/semester	₱12.00/semester
Local subscribers	₱24.00/year	₱36.00/year
Foreign subscribers	$ 5.00/year	$15.00/year

The increased rates are necessary in view of the high costs of printing.

THESIS ALLOWANCE OF LOCAL FACULTY AND STAFF FELLOWS

The Board approved the modification of the resolution adopted by the Board at its 872nd meeting on 27 May 1976 regarding the increase in thesis allowance of local faculty and staff fellows, such that the increase be from $500.00 to *₱750.00* in conformity with the recommendation of the President's Committee on Fellowships as approved by the President.

ERRATUM

For the preceding issue of the *U.P. Gazette*, Volume VII, Number 10, 31 October 1976, the following correction is hereby made:

Under the 'U.P. Common Salary Scale" on page 227, the honorarium rates for overload teaching for the Day Program were inadvertently interchanged with those for the Night Program.

PRESIDENTIAL DECISIONS

The President approved the following appointments, reappointments, renewals of appointment, promotions, increases in salary, and other related matters:

Vivencio N. Abastillas, promotion in rank and salary from Instructor IV to Assistant Professor I of Physics, College of Arts and Sciences, effective October 1, 1976.

Romualdo C. Adao, reclassification of position with promotion in rank and salary from Instructor IV to Senior Lecturer in Engineering Sciences, College of Engineering, effective November 1, 1976 until May 31, 1977.

Ruben E. Agpalo, renewal of supplementary appointment as Contributing Editor—Legal Ethics, Philippine Jurisprudence Project, Law Center, effective January 1, 1977 until December 31, 1977.

Antonio G. Alcid, transfer from the Integrated School [K-Grade 10], College of Education to High School Department, U.P. College Baguio as Instructor II in Physical Education, effective June 16, 1976 until October 31, 1976. (This supersedes the appointment issued him as Instructor II, effective June 21, 1976 until October 31, 1976.)

Rachel Y. Aliling, renewal of appointment and transfer from part-time to full-time status as Assistant Professor I of Home Economics Education, College of Home Economics, effective January 1, 1977 until the return of Josefa Dikitanan from a leave of absence, but not later than May 31, 1977.

Angeles T. Alora, increase in salary from Assistant Professor I to Assistant Professor II (part-time), National Teacher Training Center for the Health Professions, effective July 1, 1976 until May 31, 1977.

Paiboon Anusaen, reappointment as Lecturer in Thai, College of Arts and Sciences, effective November 4, 1976 until March 31, 1977.

Nygiel B. Armada as Instructor I in Marine Fisheries, College of Fisheries, effective November 2, 1976 until May 31, 1977.

Edwina K. Arroyo as Senior Lecturer in Advertising, College of Fine Arts, effective November 4, 1976 until March 31, 1977.

Raul C. Asis, renewal of appointment with increase in salary as Research Assistant I, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective July 1, 1976 until December 31, 1976.

Jose A. Bacud, Jr., reappointment as Lecturer in Physical Therapy, School of Allied Medical Professions, College of Medicine, effective November 4, 1976 until May 31, 1977.

Agustina Y. Bantigue as Deputy Project Director, Leyte Research and Development High School Project, U.P. College Tacloban, effective November 1, 1976 until December 31, 1976.

Bruno Barros as Lecturer in Economics, U.P. Extension Division Clark Air Base, effective August 9, 1976 until November 8, 1976.

Josephine R. Battad, increase in salary as Research Associate, Institute of Economic Development and Research, School of Economics, effective July 1, 1976 until June 30, 1977.

Eloisa G. Bautista, reclassification of position from Lecturer to Instructor IV in Spanish, College of Arts and Sciences, effective November 4, 1976 until May 31, 1977.

Llena P. Buenavenida, transfer to permanent status as Research Associate, Institute of Environmental Planning, effective January 1, 1977.

Arsenio S. Camacho, renewal of additional assignment as Project Leader, Brackishwater Aquaculture Center, Inland Fisheries Project, Leganes, Iloilo, College of Fisheries, effective January 1, 1977 until December 31, 1977.

Angel F. Cariñgal as Instructor I in Engineering Sciences, College of Engineering, effective November 22, 1976 until May 31, 1977.

Fatima A. Castillo, increase in salary from Instructor III to Instructor IV in Social Science, U.P. College Manila, effective September 1, 1976 until May 31, 1977.

Jovito B. Castillo as Chairman, Department of Professional Education, College of Education, effective November 15, 1976 until April 30, 1979.

Ernesto C. Castro, renewal of appointment with increase in salary as Research Associate III, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective July 1, 1976 until December 31, 1976.

Lily T. Chua, reappointment as Senior Lecturer in Linguistics and Asian Languages, College of Arts and Sciences, effective November 4, 1976 until May 31, 1977.

Jeansen L. Co, reappointment as Lecturer in Fisheries Technology, College of Fisheries, effective November 4, 1976 until March 30, 1977.

Daniel G. Corpuz, reappointment as Instructor II in Tourism Management (part-time), Asian Institute of Tourism, effective September 1, 1976 until May 31, 1977.

Ibarra E. Cruz, renewal of additional assignment as Director of Graduate Studies, College of Engineering, effective December 1, 1976 until April 30, 1979.

Ildefonso T. Cruz, reappointment to additional assignment as Chairman, Department of Epidemiology and Biostatistics, Institute of Public Health, effective December 1, 1976 until April 30, 1979.

Jose J. Cruz, reappointment as Senior Lecturer in Industrial Engineering, College of Engineering, effective November 4, 1976 until May 31, 1977.

Lourdes J. Cruz, reappointment to additional assignment as Project Leader in a Research Project entitled "Coordinate Control of Respiration and Macromolecular Synthesis," Natural Science Research Center, effective November 1, 1976 until February 28, 1977.

Junie Cua, reclassification of position with promotion in rank and salary from Instructor V to Senior Lecturer in Business Administration, College of Business Administration, effective November 1, 1976 until May 31, 1977.

Jose Ma. de Castro, extension of additional assignment as Consulting Design Engineer, Infrastructure Development Program, effective October 1, 1976 until December 31, 1976.

Soledad C. de Castro, reclassification of position from Assistant Professor III to Executive Assistant, Program Development Staff, Office of the President, effective November 16, 1976 until December 31, 1976.

Gloria M. de Guzman, renewal of additional assignment as Director of Research, Philippine Executive Academy, effective January 1, 1977 until April 30, 1979.

Ianthe C. de Leon, reclassification of position from Senior Lecturer to Instructor III in Speech, College of Arts and Sciences, effective November 1, 1976 until May 31, 1977.

Patrocinio M. de los Reyes as Acting Secretary, U.P. College Tacloban, effective October 27, 1976 until the return of Daisy R. Soledad from a faculty fellowship, but not later than May 31, 1977.

Carmencita P. del Villar, reappointment as Lecturer in Speech, College of Arts and Sciences, effective November 4, 1976 until May 31, 1977.

Norberto C. de Mesa as Lecturer in Mathematics, U.P. College Iloilo, effective November 4, 1976 until May 31, 1977.

Monina M. Escalada as Project Director, POPCOM, Institute of Mass Communication, effective September 1, 1976 until May 31, 1977.

Oscar L. Evangelista as Assistant Dean for Student Affairs, College of Arts and Sciences, effective November 4, 1976 until December 31, 1977.

Herminia R. Fajardo, reappointment to additional assignment as Officer-in-Charge, Institute for Small-Scale Industries, effective November 10, 1976 until the return of Paterno Viloria from a special detail abroad, but not later than November 23, 1976.

Myrna S. Feliciano, renewal of additional assignment as Member, Planning and Steering Committee, Law Center, effective January 1, 1977 until December 31, 1977.

Vilma Santiago Felipe as Writer/Editor of *Musika*, College of Music, effective August 1, 1976 until July 31, 1977.

Alejandrino J. Ferreria as Senior Lecturer in Business Administration, College of Business Administration, effective November 4, 1976 until December 31, 1977.

Romeo D. Fortes, renewal of additional assignment as Senior Research Biologist, Inland Fisheries Project, Brackishwater Aquaculture Center, Leganes, Iloilo, College of Fisheries, effective January 1, 1977 until December 31, 1977.

Zenaida M. Galang, renewal of additional assignment as Librarian II (Facilitative Staff), U.P.-NEDA TWSD, Institute of Social Work and Community Development, effective June 16, 1976 until November 30, 1976.

Eduardo D. Gamboa, increase in salary as Programmer II, Institute of Economic Development and Research, School of Economics, effective July 1, 1976 until June 30, 1977.

Corazon F. Gatchalian as Lecturer in Food Science and Nutrition, College of Home Economics, effective November 1, 1976 until May 31, 1977.

Lido P. Gonzalo as Instructor II in Economics, School of Economics, effective November 1, 1976 until the return of Gwendolyn R. Tecson from a leave of absence, but not later than May 31, 1977.

Ruben A. Garcia, extension of additional assignment as Senior Design Engineer, Infrastructure Development Program, effective October 1, 1976 until December 31, 1976.

Perfecto K. Guerrero, renewal of additional assignment as Chairman, Department of Mining and Metallurgical Engineering, College of Engineering, effective November 26, 1976 until April 30, 1979.

Serafin C. Hilvano as Instructor IV in Surgery (part-time), College of Medicine, and Attending Surgeon (part-time), Philippine General Hospital, without compensation, effective November 4, 1976 until May 31, 1977.

Leticia P. Ho as Coordinator for Guidance, Integrated School [K-Grade 10], College of Education, effective October 4, 1976 until April 30, 1977.

Antonio V. Jacalne, reappointment to additional assignment as Chairman, Department of Medical Microbiology, Institute of Public Health, effective December 1, 1976 until April 30, 1979.

Adoracion A. Julian as Senior Lecturer in Chemistry, U.P. College Baguio, effective June 1, 1976 until October 31, 1976.

Edward M. Labao as Instructor I in Marine Fisheries, College of Fisheries, effective November 2, 1976 until May 31, 1977.

Manuel G. Lacuesta, renewal of additional assignment as Secretary, Graduate School, effective November 11, 1976 until April 30, 1977.

Jennifer L. Lauby, increase in salary as Research Associate (part-time), Institute of Economic Development and Research, School of Economics, effective July 1, 1976 until June 30, 1977.

Irineo L. Lawas, renewal of additional assignment as Program Director, Medical Technology Externship Program, Philippine General Hospital, effective October 1, 1976 until September 30, 1977.

Ricardo H. Leynes as Senior Lecturer in Fine Arts, College of Fine Arts, effective November 4, 1976 until March 31, 1977.

Georgina C. Lisk as Chairman, Department of Educational Foundations, College of Education, effective November 15, 1976 until April 30, 1979.

Encarnacion C. Lopez, renewal of appointment with change in designation for additional assignment as Senior Lecturer in Medical Bibliography, College of Arts and Sciences, effective June 1, 1976 until May 31, 1977.

Francis M. Lorilla as Senior Lecturer in Industrial Engineering, College of Engineering, effective November 4, 1976 until May 31, 1977.

Carmencita S. Loyola, renewal of additional assignment as Chairman, Department of Nutrition, Institute of Public Health, effective October 16, 1976 until April 30, 1979.

Ma. Adelina Lupisan, reappointment as Lecturer in Food Science and Nutrition, College of Home Economics, effective November 4, 1976 until May 31, 1977.

Geraldine C. Maayo as Assistant Professor I of English, U.P. College Baguio, effective October 16, 1976 until May 31, 1977.

Artemio P. Magabo, reappointment to additional assignment as Junior Electrical Design Engineer, Infrastructure Development Program, effective November 1, 1976 until December 31, 1976.

Marcelita C. Magno, transfer to permanent status as Science Education Specialist II, Science Education Center, effective January 1, 1977.

Zenaida A. Manalo as Assistant Professor I of Environmental Planning, Institute of Environmental Planning, effective October 1, 1976 until the return of Milagros Ranoa from a leave of absence, but not later than March 31, 1977.

Amante A. Mangaser as Electrical Engineer, Infrastructure Development Program, effective November 1, 1976 until December 31, 1976.

Lee Chiok Meng as Lecturer in Physics, U.P. College Tacloban, effective June 1, 1976 until December 31, 1976.

Anunciacion R. Meñez as Program Officer and Editor, Publication and Information Office, College of Education, effective November 4, 1976 until December 31, 1977.

Cresencia T. Montaniel as Project Coordinator, Leyte Research and Development High School Project, U.P. College Tacloban, effective November 1, 1976 until December 31, 1976.

Francisco Nemenzo, Sr. as Consultant, Marine Sciences Center, effective October 1, 1976 until March 31, 1977.

Edmundo F. Nolasco as Special Lecturer in Union Administration and Collective Bargaining, Asian Labor Education Center, effective November 1, 1976 until December 31, 1977.

Amelia C. Ochoa as Clinical Assistant Professor, College of Medicine and Attending Physician, Philippine General Hospital, without compensation, effective October 19, 1976 until May 31, 1977.

Felipa E. Pablo, renewal of additional assignment as Project Leader in a Research Project titled "Pesticide Residues in Leafy Vegetables," Natural Science Research Center, effective October 16, 1976 until April 15, 1977.

Felino A. Palafox, Jr., renewal of appointment with increase in salary as Research Associate I, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective July 1, 1976 until December 31, 1976.

Ellen H. Palanca, increase in salary as Researcher II, Institute of Economic Development and Research, School of Economics, effective July 1, 1976 until June 30, 1977.

Evelina A. Pangalangan, renewal of additional assignment as Secretary, Institute of Social Work and Community Development, effective November 1, 1976 until April 30, 1979.

Rebecca G. Perez, reappointment as Lecturer in Biology, U.P. College Manila, effective November 4, 1976 until May 31, 1977.

Teresita C. Perez as Lecturer in Special Education, College of Education, effective November 4, 1976 until May 31, 1977.

Nestor N. Pilar, reappointment to additional assignment as Program Development Associate, Program Development Staff, Office of the President, effective October 16, 1976 until June 30, 1977.

Carmen E. Planas, reappointment as Lecturer in History, College of Arts and Sciences, effective November 4, 1976 until January 31, 1977.

Elizabeth R. Pulumbarit as Lecturer in Food Science and Nutrition, College of Home Economics, effective November 4, 1976 until May 31, 1977.

Emilie P. Punzalan as Lecturer in Field Instruction, Institute of Social Work and Community Development, effective November 15, 1976 until March 30, 1977.

Ma. Cecilia B. Putong, reclassification of position from Graduate Assistant to Lecturer in Spanish, College of Arts and Sciences, effective November 4, 1976 until the return of Carmen G. Ventanilla from a fellowship, but not later than March 30, 1977.

Francisco G. Puzon, Jr., renewal of appointment with increase in salary as Research Associate I, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective July 1, 1976 until December 31, 1976.

Jaime B. Quizon, increase in salary as Researcher I, Institute of Economic Development and Research, School of Economics, effective July 1, 1976 until June 30, 1977.

Gil M. Raposas as Lecturer in Mining Engineering, College of Engineering, effective November 4, 1976 until March 31, 1977.

Rafael A. Rector, Jr. as Consultant in Archery, Institute of Sports, Physical Education and Recreation, effective November 4, 1976 until April 30, 1977.

Noel V. Relucio as Junior Electrical Design Engineer, Infrastructure Development Program, effective November 1, 1976 until December 31, 1976.

Alejandro Resurreccion, Jr., reclassification of position with promotion in rank and salary from Instructor IV to Senior Lecturer in Engineering Sciences, College of Engineering, effective November 1, 1976 until May 31, 1977.

Felisberto G.L. Reyes, extension of additional assignment as Senior Design Engineer, Infrastructure Development Program, effective October 1, 1976 until December 31, 1976.

Salvador F. Reyes, extension of additional assignment as Senior Design Engineer, Infrastructure Development Program, effective October 1, 1976 until December 31, 1976.

Thelma A. Rivera, reappointment as Instructor I in Pharmacy, College of Pharmacy, effective November 2, 1976 until May 31, 1977.

Flerida Ruth P. Romero, reappointment to additional assignment as Officer-in-Charge, Law Center, effective November 2, 1976 until the return of Froilan M. Bacuñgan from a vacation leave, but not later than December 31, 1976.

Roy Alvin P. Santiago, reclassification of position from Research Fellow to Instructor IV in Statistics, Statistical Center, effective October 16, 1976 until June 30, 1977.

Ramon P. Santos, renewal of additional assignment as Writer/Editor of *Musika*, College of Music, effective August 1, 1976 until July 31, 1977.

Urduja Maria Rose B. Santos as Instructor II in English, U.P. College Cebu, effective November 2, 1976 until December 31, 1976.

Victorio N. Sugbo, reappointment as Lecturer in English, College of Education, effective November 4, 1976 until March 20, 1977.

Florentino C. Sumera as Instructor I in Chemistry, College of Arts and Sciences, effective November 4, 1976 until May 31, 1977.

Ernesto J. Tabujara, extension of additional assignment as Senior Design Engineer, Infrastructure Development Program, effective October 1, 1976 until December 31, 1976.

Paterno J. Tan, Jr., reclassification of position from Lecturer to Instructor I in Spanish, U.P. College Tacloban, effective June 1, 1976 until December 31, 1976.

Mehretab Tekie, reappointment to additional assignment as Lecturer in Environmental Planning, Institute of Environmental Planning, effective November 4, 1976 until March 28, 1977.

Ricardo B. Torno, reclassification of position with increase in salary from Resident Physician to Research Associate, Philippine Eye Research Institute, effective July 1, 1976 until December 31, 1976.

Constantino M. Torralba as Business Manager, Publication and Information Office, College of Education, effective November 4, 1976 until December 31, 1977.

Cynthia D. Turiñgan as Director of Research and Publications, Institute of Environmental Planning, effective November 1, 1976 until December 31, 1977.

Alicia R. Upton as Senior Lecturer in Physical Education, Institute of Sports, Physical Education and Recreation, effective June 14, 1976 until October 31, 1976.

Rosa M. Vallejo, extension of additional assignment as Acting Secretary, Institute of Library Science, effective November 1, 1976 until the return of Herminia H. Santos from a special detail abroad, but not later than November 30, 1976.

Francisco L. Viray as Electrical Engineer, Infrastructure Development Program, effective November 1, 1976 until December 31, 1976.

Benjamin C. Vitasa as Assistant Professor I of Family Medicine, College of Medicine, without compensation, effective July 1, 1976 until December 31, 1976.

Grace de la Costa Ymzon, reappointment as Assistant Professor I of Family Medicine, College of Medicine, effective November 2, 1976 until May 31, 1977.

Mario D. Zabat, renewal of additional assignment as Chairman, Department of Environmental and Occupational Health, Institute of Public Health, effective November 2, 1976 until April 30, 1979; extension of additional assignment as Senior Design Engineer, Infrastructure Development Program, effective October 1, 1976 until December 31, 1976.

Ma. Olivia G. Zipagan, reclassification of position with promotion in rank and salary from Research Associate to Researcher I, Office of Institutional Studies, effective October 16, 1976.

CONTRACTS AND AGREEMENTS

The Board *confirmed* the following contracts and agreements at its 879th meeting on 25 November 1976:

1. Memorandum of Agreement with the North Carolina Agricultural Experiment Station

A memorandum of agreement was entered into between the U.P. at Los Baños and the North Carolina Agricultural Experimental Station pertaining to the establishment of the regional research and control program on root-knot nematode in Southeast Asia. The Station shall plan the initial research planning conference at Raleigh, North Carolina, and provide funds for travel, supplies and labor and other expenses needed by the regional investigators. The UPLB shall make available the services of a faculty member as regional investigator and other assistants for the project.

2. Memorandum of Agreement with the Clark Air Base with Supplemental Administrative and Operational Agreement Signed by the New Director of the Base Education Center

The new agreement contains a new schedule of fees. The Supplemental Agreement is for educational services providing U.P. undergraduate and graduate level university education to designated personnel in accordance with the principal memorandum of agreement.

HISTORICAL PAPERS AND DOCUMENTS

U.P. COMMON SALARY SCALE

Effective 1 November 1976

(Approved by the Board of Regents at its 878th meeting, 28 October 1976)

TABLE No. 1. The Conversion from the August, 1974 to the November, 1976 U.P. Salary Scale for Academic Teaching (Faculty) Positions

		The August, 1974 Salary Scale	*The November, 1976 Salary Scale*	
Academic Rank and Step		*Annual Salary*	*Step No.*	*Annual Salary*
Instructor	I	₱ 9,180	17	₱11,688
	II	9,708	18	12,336
	III	10,296	19	13,020
	IV	10,956	20	13,728
	V	11,820	21	14,472
	VI	13,008	22	15,264
Assistant Professor	I	13,008	22	15,264
	II	13,800	23	16,092
	III	14,652	24	16,956
	IV	15,576	25	17,868
	V	16,572	26	18,816
	VI	17,628	27	19,812
	VII	18,684	28	20,856
	VIII	19,740	29	21,948
Associate Professor	I	17,100	27	19,812
	II	18,084	28	20,856
	III	19,272	29	21,948
	IV	20,460	30	23,100
	V	21,780	31	24,300
	VI	23,232	32	25,560
	VII	24,468	33	26,880
	VIII	26,136	34	28,260
Professor	I	21,192	32	25,560
	II	22,440	33	26,880
	III	23,892	34	28,260
	IV	25,416	35	29,700
	V	27,120	36	31,212
	VI	28,920	37	32,796
	VII	30,900	38	34,452
	VIII	33,120	39	36,180

TABLE No. 2. The Conversion from the August, 1974 to the November, 1976 U.P. Salary Scale for Academic Non-Teaching Positions

	The August, 1974 Salary Scale		*The November, 1976 Salary Scale*	
Academic Rank	*Step*	*Annual Salary*	*Step No.*	*Annual Salary*
Admissions Aide	1	₱ 4,560	5	₱ 6,024
Research Aide	2	4,836	6	6,372
	3	5,124	7	6,744
	4	5,436	8	7,128
	5	5,748	9	7,536
	6	6,096	10	7,968
Admissions Assistant	1	6,816	11	8,424
Law Research Aide	2	7,212	12	8,904
Research Assistant	3	7,632	13	9,408
Training Assistant	4	8,088	14	9,936
	5	8,556	15	10,488
	6	9,060	16	11,076

	The August, 1974 Salary Scale		*The November, 1976 Salary Scale*	
Academic Rank	*Step No.*	*Annual Salary*	*Step No.*	*Annual Salary*
Librarian IV	1	15,900	26	18,816
	2	16,800	27	19,812
	3	17,748	28	20,856
	4	18,744	29	21,948
	5	19,800	30	23,100
	6	20,928	31	24,300
Law Research Assistant	1	8,088	14	9,936
Librarian I	2	8,556	15	10,488
Senior Admissions Assistant	3	9,060	16	11,076
Senior Research Assistant	4	9,588	17	11,688
Senior Training Assistant	5	10,140	18	12,336
	6	10,728	19	13,020
Admissions Associate	1	9,060	16	11,076
Associate Computer Programmer	2	9,588	17	11,688
Guidance Associate	3	10,140	18	12,336
Librarian II	4	10,728	19	13,020
Research Associate	5	11,340	20	13,728
Training Associate	6	12,000	21	14,472
Admissions Specialist I	1	10,728	19	13,020
Computer Programmer I	2	11,340	20	13,728
Editor of Legal Publications I	3	12,000	21	14,472
Guidance Counselor I	4	12,708	22	15,264
Law Researcher I	5	13,440	23	16,092
Legal Aid Attorney I	6	14,220	24	16,956
Legal Education Officer I				
Management Specialist I				
Medical Researcher I				
Researcher I				
Science Education Specialist I				
Training Specialist I				
Librarian III	1	12,000	21	14,472
	2	12,708	22	15,264
	3	13,440	23	16,092
	4	14,220	24	16,956
	5	15,036	25	17,868
	6	15,900	26	18,816
Admissions Specialist II	1	₱13,440	23	₱16,092
Computer Programmer II	2	14,220	24	16,956
Editor of Legal Publications II	3	15,036	25	17,868
Guidance Counselor II	4	15,900	26	18,816
Law Researcher II	5	16,800	27	19,812
Legal Aid Attorney II	6	17,748	28	20,856
Legal Education Officer II				
Management Specialist II				
Researcher II				
Science Education Specialist II				
Training Specialist II				
Admissions Specialist III	1	16,800	27	19,812
Assistant University Registrar	2	17,748	28	20,856
Editor of Legal Publications III	3	18,744	29	21,948
Executive Development Officer I	4	19,800	30	23,100
Guidance Counselor III	5	20,928	31	24,300
Law Researcher III	6	22,116	32	25,560
Legal Aid Attorney III				
Legal Education Officer III				
Management Specialist III				

	The August, 1974 Salary Scale		The November, 1976 Salary Scale	
Researcher III				
Science Education Specialist III				
Systems Programmer I				
Training Specialist III				
Admissions Specialist IV	1	20,928	31	24,300
Editor of Legal Publications IV	2	22,116	32	25,560
Executive Development Officer IV	3	23,364	33	26,880
Guidance Counselor IV	4	24,684	34	28,260
Law Researcher	5	26,088	35	29,700
Legal Aid Attorney IV	6	27,456	36	31,212
Legal Education Officer IV				
Librarian V				
Researcher IV				
Science Education Specialist IV				
Systems Programmer II				
Training Specialist IV				
University Guidance Counselor	1	23,364	33	26,880
University Librarian	2	24,684	34	28,260
University Registrar	3	26,088	35	29,700
	4	27,456	36	31,212
	5	28,872	37	32,796
	6	30,360	38	34,452

TABLE No. 3. The Conversion from the August, 1974 to the November, 1976 U.P. Salary Scale for Administrative Positions

	The August, 1974 Salary Scale		The November, 1976 Salary Scale	
Administrative Range and Step		*Annual Salary*	*Step No.*	*Annual Salary*
Range 1, Step	1	₱3,744	1	₱4,800
	2	3,996	2	5,076
	3	4,260	3	5,376
	4	4,536	4	5,688
	5	4,824	5	6,024
	6	5,124	6	6,372
	7	5,448	7	6,744
Range 2, Step	1	4,260	3	5,376
	2	4,536	4	5,688
	3	4,824	5	6,024
	4	5,124	6	6,372
	5	5,448	7	6,744
	6	5,772	8	7,128
	7	6,120	9	7,536
Range 3, Step	1	4,824	5	6,024
	2	5,124	6	6,372
	3	5,448	7	6,744
	4	5,772	8	7,128
	5	6,120	9	7,536
	6	6,468	10	7,968
	7	6,840	11	8,424
Range 4, Step	1	5,448	7	6,744
	2	5,772	8	7,128
	3	6,120	9	7,536
	4	6,468	10	7,968
	5	6,840	11	8,424
	6	7,236	12	8,904
	7	7,656	13	9,408

The August, 1974 Salary Scale		*The November, 1976 Salary Scale*	
Administrative Range and Step	*Annual Salary*	*Step No.*	*Annual Salary*
Range 5, Step 1	6,120	9	7,536
2	6,468	10	7,968
3	6,840	11	8,424
4	7,236	12	8,904
5	7,656	13	9,408
6	8,112	14	9,936
7	8,580	15	10,488
Range 6, Step 1	7,236	12	8,904
2	7,656	13	9,408
3	8,112	14	9,936
4	8,580	15	10,488
5	9,084	16	11,076
6	9,612	17	11,688
7	10,164	18	12,336
Range 7, Step 1	8,580	15	10,488
2	9,084	16	11,076
3	9,612	17	11,688
4	10,164	18	12,336
5	10,752	19	13,020
6	11,376	20	13,728
Range 8, Step 1	10,164	18	12,336
2	10,752	19	13,020
3	11,376	20	13,728
4	12,036	21	14,472
5	12,732	22	15,264
6	13,464	23	16,092
Range 9, Step 1	12,036	21	14,472
2	12,732	22	15,264
3	13,464	23	16,092
4	14,244	24	16,956
5	15,072	25	17,868
6	15,924	26	18,816
Range 10, Step 1	14,244	24	16,956
2	15,072	25	17,868
3	15,924	26	18,816
4	16,824	27	19,812
5	17,772	28	20,856
6	18,780	29	21,948
Range 11, Step 1	17,772	28	20,856
2	18,780	29	21,948
3	19,836	30	23,100
4	20,952	31	24,300
5	22,140	32	25,560
6	23,400	33	26,880
Range 12, Step 1	22,140	32	25,560
2	23,400	33	26,880
3	24,720	34	28,260
4	26,112	35	29,700
5	27,480	36	31,212
6	28,896	37	32,796

TABLE NO. 4. Rates for Lecturers

Lecturer 1	₱17.00 Per Hour of Actual Service
Lecturer 2	20.00 Per Hour of Actual Service
Senior Lecturer 1	23.00 Per Hour of Actual Service
Senior Lecturer 2	27.00 Per Hour of Actual Service
Professorial Lecturer 1	31.00 Per Hour of Actual Service
Professorial Lecturer 2	36.00 Per Hour of Actual Service
Professorial Lecturer 3	42.00 Per Hour of Actual Service

TABLE NO. 5. Honorarium Rates for Overload Teaching

	Day Program	*Night Program*
Instructor	₱213.35/Unit	₱260.00/Unit
Assistant Professor	226.65/Unit	280.00/Unit
Associate Professor	246.65/Unit	306.65/Unit
Professor	273.35/Unit	346.65/Unit

TABLE NO. 6. The Hourly Rates

Student Assistants and other Employees on Hourly Basis: ₱2.00 Per Hour.
Graduate Assistants: ₱4.00 Per Hour.

PLS. RETURN TO OSU RECORDS

RES/PUB
U.P. Gazette

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UNIVERSITY OF THE PHILIPPINES

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ADMINISTRATIVE CIRCULARS

MEMORANDUM CIRCULARS

Memorandum Circular No. 39: Additional Requirements for Travel Abroad

Quoted hereunder, for information and guidance, is Memorandum Circular No. 930 from Honorable Jacobo C. Clave, Presidential Executive Assistant:

"MEMORANDUM CIRCULAR NO. 930
"PROVIDING ADDITIONAL REQUIREMENTS AND PRESCRIBING STANDARD FORMS FOR TRAVEL ABROAD

"In line with the present policy of limiting travel abroad of government officials and employees to only those that are urgent and absolutely necessary, and in order to facilitate processing of travel papers, the following additional requirements shall henceforth be complied with by all concerned:

"1. Officials and employees proposed to travel abroad, whether for an official mission for the government or for training or scholarship, shall be required to fill out a Travel Data Sheet and, in proper cases, a Training/Scholarship Agreement, which shall accompany the proposal submitted to the Office of the President;

"2. Where a trip is to be funded by the government fully or partially, the requesting agency shall always include in the proposal an estimate of the total financial requirement of the trip; and

"3. In accordance with Memorandum Circular No. 920 dated July 6, 1976, the department heads, the chiefs of independent offices, and the managing heads of government-owned or controlled corporations, shall always fill out a certification of urgency for trips of officials and employees under their respective jurisdictions. They shall be the only officials who can so certify. This is deemed necessary in order that they could share in the responsibility of implementing the present restrictive policy on foreign travel. It is therefore expected that sound judgment and impartiality is exercised whenever a certification of urgency of a particular trip is signed by them. The certification shall be in a standard form....

"(SGD.) JACOBO C. CLAVE
"Presidential Executive Assistant

"Manila, August 31, 1976"

Please be guided accordingly.

1 December 1976

FOR THE PRESIDENT:
(SGD.) OSCAR M. ALFONSO
Secretary of the University

Memorandum Circular No. 40: Reminder on the Filing of Sworn Statement of Assets and Liabilities on or before 31 January 1977

Quoted hereunder is the text of Memorandum Circular No. 890 from the Office of the President of the Philippines dated 23 January 1976, for information and guidance:

"TANGGAPAN NG PANGULO NG PILIPINAS
"(OFFICE OF THE PRESIDENT OF THE PHILIPPINES)
"MEMORANDUM CIRCULAR NO. 890
"REMINDING ALL CONCERNED OF THE OBLIGATION TO FILE THEIR SWORN STATEMENT OF ASSETS AND LIABILITIES UNDER REPUBLIC ACT NO. 3019, AS AMENDED BY PRESIDENTIAL DECREE NO. 677, DATED MARCH 31, 1975.

"Under Section 7 of Republic Act No. 3019, otherwise known as the Anti-Graft Law, as amended by Presidential Decree No. 677, dated March 31, 1975, every public officer is required to file with the Department Head concerned his statement of assets and liabilities 'within thirty (30) days after assuming office, *and within the month of January every year thereafter* as well as upon the expiration of his term of office, or upon his resignation or separation from office." In the case of a Department Head or chief of an independent office, the statement shall be filed with the Office of the President.

"For the proper guidance of all concerned, it is hereby informed that public officers who filed their statements in 1975, under Letter of Instructions No. 262, dated March 31, 1975, are required to file their new Sworn Statement of Assets and Liabilities within the month of January, 1976. The statement shall cover calendar year 1975.

"For this purpose, the form (Annex 'A' only) prescribed under Letter of Instructions No. 262, dated March 31, 1975, shall be used.

("SGD.) JACOBO C. CLAVE
"Presidential Executive Assistant

"Manila, January 23, 1976"

Duly accomplished forms in two (2) copies shall be submitted on or before *Monday, 31 January 1977* to the Office of Academic Services by the faculty and academic non-teaching personnel and to the Office of Administrative Personnel Services by administrative personnel in the Diliman and other units, and to the Personnel Division as regards the academic and administrative personnel of the U.P. at Los Baños.

2 December 1976

FOR THE PRESIDENT:
(SGD.) OSCAR M. ALFONSO
Secretary of the University

MEMORANDUM

Memorandum No. 27: Organization of Official Student Body Governments in Colleges, Schools and Units of the UPS

Since the proclamation of martial law there has been no university student council as well as official student councils in colleges, schools and units. Whatever student activities may have been held in these colleges, schools and units were done unofficially and, presumably, through

ad hoc student committees or under the sponsorship of fraternities, sororities and other student aggrupations.

It might now be opportune to consider the establishment of official student councils in all colleges and schools or units, including newly-established colleges, schools or units and those which did not have an official student body government before the proclamation of martial law. I am, therefore, submitting this matter to you for consideration and recommendation as a step toward normalizing student affairs.

If established, such official student council in a college, school or unit shall perform the following functions:

a) It shall be the official representative of the college, school or unit's student body;
b) It shall make recommendations to the Dean or Director on matters affecting student affairs;
c) It shall organize, coordinate and direct, in accordance with law, rules and regulations, student activities in the college, school or unit level;
d) It shall have authority to prepare a one-year budget of its operations and, subject to the favorable recommendation of the Dean/Director and approval by University authorities, to disburse college student welfare funds collected for that purpose; and
e) It shall perform such powers and functions as may be assigned to it by the Dean/Director or by University authorities.

This official college student council shall have a faculty adviser, preferably the College Secretary.

Should you recommend the establishment of these official student councils in colleges, schools and units, there shall be established in the interim, student councils in all colleges, schools and units which shall perform the aforementioned functions as well as advise the college, school or unit administration on the preparation of the constitution and by laws of such organization, indicating the objectives, functions and composition, including the qualifications of student candidates for office and the manner of their election. This constitution and by laws shall be submitted to the Office of the President of the University of the Philippines System for approval.

Upon return thereof to you with approval, you are authorized to conduct and supervise college elections within the first four weeks of the First Semester, AY 1977-1978, in conformity with appropriate rules, including disciplinary sanctions for violations, which you shall submit to this Office not later than 31 March 1977.

1 December 1976

(SGD.) ONOFRE D. CORPUZ
President

DECISIONS OF THE BOARD OF REGENTS

880th Meeting, 23 December 1976

APPOINTMENTS, REAPPOINTMENTS, RENEWALS OF APPOINTMENT, PROMOTIONS, INCREASES IN SALARY, ETC.

The Board approved the following appointments, reappointments, renewals of appointment, promotions, increases in salary, and other related matters:

Gémino H. Abad as Secretary of the University, effective January 1, 1977 until December 31, 1981, subject to reversion to his regular item as Professor I in the College of Arts and Sciences upon termination of this appointment; promotion in rank and salary from Associate Professor III to Professor I of English, College of Arts and Sciences, effective October 1, 1976.

Andres L. Abejo, promotion in rank from Associate Professor VII to Professor II of Latin, College of Arts and Sciences, effective October 1, 1976.

Germelino F. Abito, promotion in rank and salary from Assistant Professor IV to Associate Professor II of Physics, College of Arts and Sciences, effective October 1, 1976.

Napoleon V. Abueva, promotion in rank and salary from Associate Professor IV to Professor I of Sculpture, College of Fine Arts, effective October 1, 1976.

Florecita B. Acacio, reappointment as Professorial Lecturer in Food Science and Nutrition, College of Home Economics, effective November 4, 1976 until May 30, 1977.

Anthony Y. Acevedo, promotion in rank and salary from Senior Lecturer to Professorial Lecturer in Public Administration, U.P. College Iloilo, effective October 1, 1976 until May 31, 1977.

Virginia Flor Agbayani, increase in salary from Professor I to Professor II, College of Fine Arts, effective October 1, 1976.

Francisco N. Aguilar, increase in salary as Professorial Lecturer in Hospital Administration, Institute of Public Health, effective October 1, 1976 until May 31, 1977.

Estrella F. Alabastro, increase in salary from Associate Professor I to Associate Professor II of Food Science and Nutrition, College of Home Economics, effective December 1, 1976.

Miguela C. Alarcon as Professorial Lecturer in Education, College of Education, effective November 5, 1976 until May 31, 1977.

Lauro Z. Alcala, promotion in rank and salary from Associate Professor III to Professor I of Visual Communication, College of Fine Arts, effective October 1, 1976.

Oscar M. Alfonso as Vice-President for Academic Affairs, effective January 1, 1977 and in accordance with Section 6 of the Resolution establishing the U.P. System adopted by the Board at its 828th meeting on 21 December 1972, and subject to reversion to his regular item as Professor VIII in the College of Arts and Sciences upon termination of this appointment.

Venancio A. Aligaen, promotion in rank and salary from Associate Professor IV to Professor I of Biological Sciences, U.P. College Iloilo, effective October 1, 1976.

Armando D. Alvarez, Jr., increase in salary as Chief, Office of General Services (Range 11), effective October 1, 1976.

Gabriel C. Alvarez, promotion in rank and salary from Assistant Professor V to Associate Professor I of Business Administration, College of Business Administration, effective December 1, 1976 until the return of Manuel S. Alba from a leave of absence, but not later than May 31, 1977.

Jose B. Antonio, Jr., increase in salary as Supervising Fiscal Analyst (Range 11), Office of the Budget Director, effective November 1, 1976.

Mario V. Aquino, promotion in rank and salary from Assistant Professor I (part-time) to Associate Professor I of Ophthalmology (part-time), College of Medicine, and Attending Ophthalmologist (part-time), Philippine General Hospital, effective October 1, 1976.

Francisco Arcellana, Sr., increase in salary from Professor III to Professor IV of English, College of Arts and Sciences, effective October 1, 1976.

Fe R. Arcinas, promotion in rank and salary from Associate Professor III to Professor I of Sociology, College of Arts and Sciences, effective October 1, 1976.

Ma. Lourdes Arvisu, increase in salary from Professor I to Professor II of English, College of Arts and Sciences, effective October 1, 1976.

Ananias B. Aurelio, increase in salary as Chief, Office of Institutional Studies (Range 11), effective October 1, 1976.

Benjamin S. Austria, increase in salary from Associate Professor I to Associate Professor III of Geology and Geography, College of Arts and Sciences, effective October 1, 1976.

Jane C. Baltazar, promotion in rank and salary from Assistant Professor III to Associate Professor I of Epidemiology, Institute of Public Health, effective October 1, 1976.

Esteban B. Bautista, increase in salary as Assistant Head and Law Researcher IV, Division of Research and Law Reform, Law Center, effective October 1, 1976.

Rosa Maria M. Bautista, increase in salary as Law Researcher IV, Division of Research and Law Reform, Law Center, effective October 1, 1976.

Leslie E. Bauzon, promotion in rank and salary from Assistant Professor IV to Associate Professor II of History, College of Arts and Sciences, effective October 1, 1976.

Bayani V. Baylon, promotion in rank and salary from Associate Professor IV to Professor I of Physiology, College of Medicine, effective October 1, 1976.

Teresa F. Bernabe, increase in salary from Associate Professor I to Associate Professor II of Accounting, College of Business Administration, effective December 1, 1976.

Constancio A. Bernardo, increase in salary from Professor I to Professor II of Drawing and Painting, College of Fine Arts, effective October 1, 1976.

Ambrosio R. Blanco, promotion in rank and salary from Assistant Head and Editor of Legal Publications III to Head and Editor of Legal Publications IV,/Law Center, effective October 1, 1976.

Armando F. Bonifacio, increase in salary from Professor VII to Professor VIII of Philosophy, College of Arts and Sciences, effective October 1, 1976.

Manuel F. Bonifacio, promotion in rank and salary from Associate Professor IV to Professor I of Sociology, College of Arts and Sciences, effective October 1, 1976.

Celeste O. Botor, increase in salary from Associate Professor II to Associate Professor IV of Education, College of Education, effective October 1, 1976.

Pablo K. Botor, promotion in rank from Associate Professor VI to Professor II of Spanish, College of Arts and Sciences, effective October 1, 1976.

Leonor M. Briones, promotion in rank and salary from Assistant Professor IV to Associate Professor I of Public Administration, College of Public Administration, effective October 1, 1976.

Romeo C. Bruce, increase in salary from Professor I to Professor II of Photo Interpretation, College of Engineering, effective October 1, 1976.

Angeles R. Buenaventura, increase in salary from Associate Professor I to Associate Professor II of Statistics, Statistical Center, effective December 1, 1976.

Rodolfo A. Bulatao, increase in salary from Associate Professor I to Associate Professor III of Sociology, College of Arts and Sciences, effective October 1, 1976.

Nenita Cabalfin, increase in salary from Associate Professor II to Associate Professor III of Social Sciences, U.P. College Iloilo, effective October 1, 1976.

Elsie R. Cacnio, promotion in rank and salary from Assistant Professor II to Associate Professor I of Voice, College of Music, effective October 1, 1976.

Gloria Jeanne B. Cajipe, reappointment as Professorial Lecturer in Chemistry, College of Arts and Sciences, effective November 4, 1976 until March 31, 1977.

Arsenio S. Camacho, promotion in rank and salary from Assistant Professor IV to Associate Professor I, College of Fisheries, effective October 1, 1976.

Florangel T. Campos, increase in salary from Associate Professor I to Associate Professor II of Home Economics Education, College of Home Economics, effective October 1, 1976.

Virgilio C. Canlas, promotion in rank and salary from Associate Professor IV to Professor I of Public Health Administration, Institute of Public Health, effective November 1, 1976 until May 31, 1977.

Annadaisy J. Carlota, promotion in rank and salary from Assistant Professor V to Associate Professor I I of Psychology, College of Arts and Sciences, effective October 1, 1976.

Salvador T. Carlota, promotion in rank and salary from Assistant Professor V to Associate Professor I of Law, College of Law, effective October 1, 1976.

Gabriel G. Carreon, increase in salary as Director, Philippine General Hospital, effective October 1, 1976.

Nelia G. Casambre, increase in salary from Professor I to Professor II of Education, College of Educacation, effective December 1, 1976.

Lutgarda M. Castelo, promotion in rank from Assistant Professor VII to Associate Professor II of English, College of Arts and Sciences, effective October 1, 1976.

Benjamin M. Catane, increase in salary from Associate Professor IV to Associate Professor V of Business Administration, U.P. College Tacloban, effective October 1, 1976.

Wilfredo A. Clemente II, reappointment as Professorial Lecturer in Public Administration, College of Public Administration, effective November 4, 1976 until March 31, 1977.

Angel V. Colet, increase in salary as Law Researcher IV, Division of Research and Law Reform, Law Center, effective October 1, 1976.

Prudencia V. Conlu, increase in salary from Associate Professor I to Associate Professor II of Inland Fisheries, College of Fisheries, effective October 1, 1976.

Ernesto A. Constantino, increase in salary from Professor V to Professor VI of Linguistics, College of Arts and Sciences, effective October 1, 1976.

Antonio P. Cruz, increase in salary as Director, Office of Physical Plant (Range 11), effective October 1, 1976.

Romeo V. Cruz, increase in salary from Professor I to Professor II of History, College of Arts and Sciences, effective October 1, 1976.

Susana B. Cruz, promotion in rank and salary from Assistant Professor VII to Associate Professor III of Chemistry, College of Arts and Sciences, effective October 1, 1976.

Ernesto H. Cubar, increase in salary from Professor II to Professor III of Linguistics, College of Arts and Sciences, effective October 1, 1976.

Petronilo Bn. Daroy, promotion in rank from Associate Professor VI to Professor I of Filipino and Philippine Languages, College of Arts and Sciences, effective October 1, 1976.

Fredegusto G. David, promotion in rank and salary from Associate Professor IV to Professor I of Psychology, College of Arts and Sciences, effective October 1, 1976.

Randolf S. David, increase in salary from Associate Professor I to Associate Professor III of Sociology, College of Arts and Sciences, effective October 1, 1976.

Corazon G. Defensor, promotion in rank and salary from Assistant Professor IV to Associate Professor I of Mathematics, U.P. College Iloilo, effective October 1, 1976.

Noel V. de Guzman, reappointment as Consultant-Programmer, Institute of Mass Communication, effective November 1, 1976 until January 31, 1977.

Rodolfo A. de Guzman, promotion in rank and salary from Assistant Professor II to Associate Professor I of Meteorology, College of Arts and Sciences, effective October 1, 1976.

Ester de la Cruz, increase in salary from Associate Professor I to Associate Professor II of Sociology, College of Arts and Sciences, effective October 1, 1976.

Leonardo de la Cruz, promotion in rank and salary from Associate Professor II to Professor I of Education, College of Education, effective October 1, 1976.

Romeo de la Paz, increase in salary from Associate Professor I to Associate Professor II of Business Administration, College of Business Administration, effective December 1, 1976.

Martin J. de la Rosa II, promotion in rank and salary from Assistant Professor IV to Associate Professor I of Maternal and Child Health, Institute of Public Health, effective October 1, 1976.

Jorge G. de las Alas, promotion in rank and salary from Associate Professor IV to Professor I of Meteorology, College of Arts and Sciences, effective October 1, 1976.

Sonia Y. de Leon, increase in salary from Professor I to Professor II of Food Science and Nutrition, College of Home Economics, effective December 1, 1976.

Elizabeth L. Diaz, promotion in rank and salary from Assistant Professor III to Associate Professor II of Broadcast Communication, Institute of Mass Communication, effective October 1, 1976.

Angelita M. Dizon, increase in salary from Professor II to Professor III of Clothing, Textiles and Related Arts, College of Home Economics, effective December 1, 1976.

Hermenegildo C. Dumlao, increase in salary as Law Researcher III, Division of Research and Law Reform, Law Center, effective October 1, 1976.

May Teresita C. Dumlao, increase in salary as Director, Office of Alumni Relations (Range 11), effective October 1, 1976.

Eleanor T. Elequin, increase in salary from Professor IV to Professor V of Education, College of Education, effective October 1, 1976.

Virgilio G. Enriquez, promotion in rank and salary from Associate Professor III to Professor I of Psychology, College of Arts and Sciences, effective October 1, 1976.

Nieves B. Epistola, promotion in rank from Associate Professor VI to Professor I of English, College of Arts and Sciences, effective October 1, 1976.

Lauro O. Escobar, increase in salary from Professor I to Professor II of Neurophysiology, College of Arts and Sciences, effective October 1, 1976.

Virgilio C. Esguerra, increase in salary from Associate Professor I to Associate Professor III of Veterinary Physiology and Pharmacology, College of Veterinary Medicine, effective October 1, 1976.

Tecla A. Espiritu, increase in salary as Professorial Lecturer in Education, U.P. College Cebu, effective October 1, 1976 until May 31, 1977.

Rosario C. Estanislao, promotion in rank and salary from Associate Professor VII to Professor II of Spanish, College of Arts and Sciences, effective October 1, 1976.

Rita D. Estrada, promotion in rank and salary from Assistant Professor IV to Associate Professor I of Psychology, College of Arts and Sciences, effective October 1, 1976.

Judith U. Evenson, increase in salary as Professorial Lecturer in Music Literature, College of Music, effective November 1, 1976 until May 31, 1977.

Nicanor G. Fernandez as McMicking Associate Professor of Soil Science, College of Agriculture, University of the Philippines at Los Baños, effective July 1, 1976 until June 30, 1977.

Josefina T. Fermin as Assistant Director for Administration, Philippine General Hospital, effective January 1, 1977 until December 31, 1977 and subject to reversion to her position as Chief of the Personnel Division upon expiration hereof.

Tito C. Firmalino, grant of honorarium as Director of Training, Institute of Environmental Planning, effective November 1, 1976 until December 31, 1977.

Juan M. Flavier, increase in salary as Professorial Lecturer in Public Health Administration, Institute of Public Health, effective October 1, 1976.

Cecilia A. Florencio, increase in salary from Associate Professor II to Associate Professor III of Food Science, College of Home Economics, effective December 1, 1976.

Casiano O. Flores, increase in salary as Assistant Head and Legal Education Officer IV, Division of Continuing Legal Education, Law Center, effective October 1, 1976.

Charlotte A. Floro, promotion in rank and salary from Assistant Professor III to Associate Professor III of Occupational Therapy, School of Allied Medical Professions, College of Medicine, effective October 1, 1976.

Pio P. Frago, increase in salary as Chief, Office of Administrative Personnel Services (Range 11), effective October 1, 1976.

Aurora C. Gaceta, increase in salary from Associate Professor V to Associate Professor VI of Education, College of Education, effective October 1, 1976.

Edito G. Garcia, increase in salary from Professor I to Professor II of Parasitology, Institute of Public Health, effective October 1, 1976.

Ramon M. Garcia, increase in salary from Professor VII to Professor VIII of Public Administration, College of Public Administration, effective December 1, 1976.

Manuel S. Go, increase in salary as Professorial Lecturer in Business Administration, U.P. College Cebu, effective October 1, 1976 until May 31, 1977.

Edgardo D. Gomez, increase in salary from Associate Professor I to Associate Professor III of Botany, College of Arts and Sciences, effective October 1, 1976.

Quintin J. Gomez, increase in salary from Professor IV (part-time) to Professor V of Surgery (part-time), College of Medicine, effective October 1, 1976.

Corazon P. Gonzalez, increase in salary from Professor IV to Professor V of Physiology, National Teacher Training Center for the Health Professions, College of Medicine, effective October 1, 1976.

Eduardo C. Gopez, increase in salary from Associate Professor I (part-time) to Associate Professor III

of Finance (part-time), College of Business Administration, effective December 1, 1976 until May 31, 1977.

Martin V. Gregorio, promotion in rank and salary from Assistant Professor IV to Associate Professor II of European Languages, College of Arts and Sciences, effective October 1, 1976.

Sulpicio G. Guevara, increase in salary as Head and Law Researcher V, Division of Research and Law Reform, Law Center, effective October 1, 1976 until December 31, 1976.

Matilde P. Guzman, increase in salary from Professor VI to Professor VII of Food Science and Nutrition, College of Home Economics, effective December 1, 1976.

Virginia B. Guzman, increase in salary from Professor 1 to Professor II of Maternal and Child Health, Institute of Public Health, effective October 1, 1976.

Mariano M. Herbosa, increase in salary as Professorial Lecturer in Occupational Health, Institute of Public Health, effective October 1, 1976 until May 31, 1977.

Severino R. Hermosura, increase in salary from Professor I to Professor II of Zootechnics, College of Veterinary Medicine, effective December 1, 1976.

Dolores F. Hernandez, increase in salary from Professor VII to Professor VIII of Education, Science Education Center, effective October 1, 1976.

Lucila V. Hosillos, increase in salary from Associate Professor III to Associate Professor IV of English, College of Arts and Science, effective October 1, 1976.

Takanori Imai as Visiting Scientist, Department of Agronomy, College of Agriculture, University of the Philippines at Baños, without compensation, effective June 25, 1976 until June 30, 1977.

Eugenio M. Inocentes, promotion in rank and salary from Lecturer to Professorial Lecturer in Hand Surgery, School of Allied Medical Professions, College of Medicine, effective October 1, 1976 until May 31, 1977.

Corazon G. Iñigo as Artist-in-Residence in Dance, College of Music, effective December 16, 1976 until December 15, 1979.

Melchor L. Jacinto, promotion in rank and salary from Associate Professor IV to Professor I of Public Health Administration, Institute of Public Health, effective October 1, 1976.

Josefina Jael-Santos, promotion in rank and salary from Assistant Professor V to Associate Professor II of Public Health Nursing, College of Nursing, effective October 1, 1976.

Pag-asa J. Javier, increase in salary from Associate Professor II to Associate Professor IV of Filipino, U.P. College Iloilo, effective October 1, 1976.

Francisco R. Jose, promotion in rank and salary from Associate Professor IV to Professor I of Occupational Health, Institute of Public Health, effective October 1, 1976.

Atilano R. Kalagayan, increase in salary as Supervising Fiscal Analyst (Range 11), Office of the Budget Director, effective October 1, 1976.

Ermelina B. Kalagayan, increase in salary as Chief, Cash Division (Range 11), effective October 1, 1976.

Lorenzo S. Katigbak, reversion to salaried item as Professor II of Pathology, College of Medicine, effective October 1, 1976.

Flor J. Lacanilao, promotion in rank from Associate V to Professor I of Zoology, College of Arts and Sciences, effective October 1, 1976.

Domingo B. Laurea, increase in salary as Professorial Lecturer in Management, U.P. College Iloilo, effective October 1, 1976 until May 31, 1977.

Lilia H. Laurel, increase in salary from Professor IV to Professor V of Spanish, College of Arts and Sciences, effective October 1, 1976.

Guillermo R. Lazaro, increase in salary from Associate Professor III to Associate Professor IV of Education, College of Education, effective October 1, 1976.

Lydia G. Ledesma, promotion in rank and salary from Associate Professor IV to Professor I of Humanities, U.P. College Iloilo, effective October 1, 1976.

Teodolfo C. Ledesma, increase in salary as Supervising Fiscal Analyst (Range 11), Office of the Budget Director, effective October 1, 1976.

Emeteria P. Lee, reclassification of position with increase in salary from Assistant University Registrar to Admissions Specialist IV and Assistant University Registrar, Office of the University Registrar, effective December 1, 1976; increase in salary as Professorial Lecturer, College of Education, effective November 4, 1976 until May 31, 1977.

Clara Y. Lim-Sylianco, increase in salary from Professor VII to Professor VIII of Chemistry, College of Arts and Sciences, effective October 1, 1976.

Dionisio O. Liwag, increase in salary as Director, Campus Landscaping Office (Range 11), effective October 1, 1976.

Claro T. Llaguno, renewal of appointment with increase in salary as Profesorial Lecturer in Chemistry, College of Arts and Sciences, effective November 1, 1976 until March 31, 1977.

Elma C. Llaguno, reappointment as Professorial Lecturer in Chemistry, College of Arts and Sciences, effective November 4, 1976 until March 31, 1977.

Apolinar S. Lorica, increase in salary from Professor VI to Professor VII of Chemistry, College of Arts and Sciences, effective October 1, 1976.

Telesforo W. Luna, Jr., increase in salary from Professor IV to Professor V of Geology and Geography, College of Arts and Sciences, effective October 1, 1976.

Elayda E. Mabunay, increase in salary from Associate Professor II to Associate Professor III of Chemistry, U.P. College Iloilo, effective October 1, 1976.

Rosario E. Maminta, increase in salary from Associate Professor II to Associate Professor III of Education, College of Education, effective October 1, 1976.

Priscila S. Manalang, increase in salary from Professor VII to Professor VIII of Education, College of Education, effective December 1, 1976.

Basilisa J. Manhit, increase in salary from Professor III to Professor IV of Education, College of Education, effective October 1, 1976.

Romeo L. Manlapaz, increase in salary from Professor II to Professor III of Mathematics, College of Arts and Sciences, effective December 1, 1976.

Mauro F. Manuel, increase in salary from Associate Professor III to Associate Professor IV of Veterinary Parasitology and Protozoology, College of Veterinary Medicine, effective October 1, 1976.

Felina G. Mapa, increase in salary from Professor VII to Professor VIII of Mathematics, College of Arts and Sciences, effective October 1, 1976.

Tomas P. Maramba, Jr., promotion in rank and salary from Assistant Professor IV (part-time) to Associate Professor I of Public Health Administration (part-time), Institute of Public Health, effective October 1, 1976 until May 31, 1977.

Josefina T. Mariano, promotion in rank from Associate Professor V to Professor I of English, College of Arts and Sciences, effective October 1, 1976.

Pilar Mariño, promotion in rank and salary from Assistant Professor VI to Associate Professor II of English, College of Arts and Sciences, effective October 1, 1976.

Pacita S. Martinez, promotion in rank from Associate Professor V to Professor I of Spanish, College of Arts and Sciences, effective October 1, 1976.

Zielfa B. Maslin, promotion in rank and salary from Assistant Professor II to Associate Professor I of Occupational Therapy, School of Allied Medical Professions, College of Medicine, effective October 1, 1976.

Anselmo D. Matias, increase in salary from Associate Professor II to Associate Professor III of Marine Fisheries, College of Fisheries, effective October 1, 1976.

Belen T. Medina, promotion in rank and salary from Assistant Professor V to Associate Professor III of Sociology, College of Arts and Sciences, effective October 1, 1976.

Evelina A. Mejillano, increase in salary from Associate Professor I to Associate Professor III of Education, College of Education, effective October 1, 1976.

Anunciacion R. Meñez, increase in salary from Associate Professor I to Associate Professor II of Education, College of Education, effective October 1, 1976.

Aurora A. Miñoza, increase in salary from Professor VI to Professor VII of Education, College of Education, effective October 1, 1976.

Anastasio J. L. Montes, promotion in rank from Assistant Professor VI to Associate Professor I of Spanish, College of Arts and Sciences, effective October 1, 1976.

Kiyoshi Mori as Visiting Professor of Linguistics and Asian Languages, College of Arts and Sciences, without compensation, effective July 30, 1976 until May 31, 1977.

Natividad J. Munarriz, increase in salary from Professor I to Professor II of Education, College of Education, effective October 1, 1976.

Pablo E. Natividad, increase in salary as Senior Lecturer, College of Education, effective November 4, 1976 until May 31, 1977; promotion in rank and salary from Senior Lecturer to Professorial Lecturer in Education, College of Education, effective October 1, 1976 until May 31, 1977.

Nestor M. Nisperos, increase in salary from Professor III to Professor IV of Public Administration, U.P. College Cebu, effective October 1, 1976.

Imelda C. Ongsiako, promotion in rank and salary from Assistant Professor III to Associate Professor I of Piano, College of Music, effective October 1, 1976.

Alfonso G. Pacquing, promotion in rank and salary from Associate Professor III to Professor I of Education, College of Education, effective October 1, 1976.

Reynaldo T. Paguio, promotion in rank and salary from Assistant Professor IV to Associate Professor I of Music Education, College of Music, effective October 1, 1976.

Enrique Paoli, promotion in rank and salary from Assistant Professor IV to Associate Professor I of Spanish, College of Arts and Sciences, effective October 1, 1976.

Rodolfo S. Peneyra, promotion in rank and salary from Assistant Professor IV to Associate Professor I of Veterinary Microbiology, Pathology and Public Health, College of Veterinary Medicine, effective October 1, 1976.

Sergio S. Pineda, promotion in rank and salary from Lecturer to Professorial Lecturer in Prosthetics, College of Medicine, effective October 1, 1976 until May 31, 1977.

Niceto S. Poblador, sabbatical assignment with full pay as Professor of Business Administration, College of Business Administration, for a period of one (1) year, effective January 20, 1977 until January 19, 1978.

Isabelita B. Poe, increase in salary as Chief, Office of Academic Services (Range 11), effective October 1, 1976.

Asuncion U. Ponce, reclassification of position with increase in salary from Fiscal Analyst (Range 9) to Supervising Fiscal Analyst (Range 11), Office of the Budget Director, effective October 1, 1976.

Jose Pujalte, promotion in rank and salary from Lecturer to Professorial Lecturer in Traumatology, School of Allied Medical Professions, College of Medicine, effective October 1, 1976 until May 31, 1977.

Raymundo S. Punongbayan, increase in salary from Associate Professor I to Associate Professor II of Geology and Geography, College of Arts and Sciences, effective October 1, 1976.

Lilia M. Rabago, increase in salary from Associate Professor I to Associate Professor III, University High School, College of Education, effective October 1, 1976.

Carmelita C. Ramirez, promotion in rank and salary from Assistant Professor V to Associate Professor II of English, College of Arts and Sciences, effective October 1, 1976.

Porfirio M. Recio, increase in salary from Professor IV (part-time) to Professor V of Surgery (part-time), College of Medicine, and Attending Surgeon (part-time), Philippine General Hospital, effective October 1, 1976.

Rafael S. Rector, Jr., promotion in rank and salary from Assistant Professor IV (part-time) to Associate Professor I of Orthopedics (part-time), College of Medicine, and Attending Orthopedic Surgeon (part-time), Philippine General Hospital, without compensation, effective October 1, 1976.

Baltazar V. Reyes, Jr., increase in salary from Professor I (part-time) to Professor II of Psychiatry (part-time), College of Medicine, and Attending Psychiatrist (part-time), Philippine General Hospital, effective October 1, 1976.

Rafael A. Rodriguez, increase in salary from Associate Professor I to Associate Professor II of Business Administration, College of Business Administration, effective December 1, 1976.

Generoso B. Roman, promotion in rank and salary from Associate Professor IV to Professor I of Epidemiology and Biostatistics, Institute of Public Health, effective October 1, 1976.

Dionisia A. Rola, increase in salary from Professor VI to Professor VIII of English, U.P. College Iloilo, effective October 1, 1976.

Alberto G. Romualdez, Jr., promotion in rank and salary from Assistant Professor IV to Associate Professor II of Physiology, College of Medicine, effective October 1, 1976.

Lily R. Rosales, promotion in rank and salary from Associate Professor III to Professor I of Education, College of Education, effective October 1, 1976.

Segundo V. Roxas, increase in salary from Professor V to Professor VI of Physics, College of Arts and Sciences, effective October 1, 1976.

Marcelino A. Sabado, increase in salary from Associate Professor I to Associate Professor II of Inland Fisheries, College of Fisheries, effective October 1, 1976.

Elisea S. Saldaña, increase in salary from Associate Professor II to Associate Professor III of Chemistry, U.P. College Iloilo, effective October 1, 1976.

Domingo C. Salita as Chairman, Marine Sciences Center Advisory-Executive Council, Marine Sciences Center, effective November 23, 1976 until November 22, 1979.

Fe R. San Buenaventura, promotion in rank from Assistant Professor VIII to Associate Professor III of Spanish, College of Arts and Sciences, effective October 1, 1976.

Pedro R. Sandoval as SGV Foundation, Inc. Professor of Agribusiness, Institute of Agricultural Development and Administration, University of the Philippines at Los Baños, effective December 1, 1976 until November 30, 1977.

Luisa S. Saniel, increase in salary from Associate Professor II to Associate Professor III of Botany, College of Arts and Sciences, effective October 1, 1976.

Amado A. San Mateo, increase in salary from Associate Professor I to Associate Professor III of Industrial Engineering, College of Engineering, effective October 1, 1976.

Lucio San Pedro, promotion in rank and salary from Associate Professor I to Professor I of Composition, College of Music, effective October 1, 1976.

Dionisia O. Santa Ines, increase in salary as Chief, Civil Service Office (Range 11), effective October 1, 1976.

Asteya M. Santiago, grant of an honorarium as Director of Graduate Studies, Institute of Environmental Planning, effective November 1, 1976 until December 31, 1977.

Bayani S. Santos, increase in salary from Associate Professor II to Associate Professor IV of Veterinary Medicine and Surgery, College of Veterinary Medicine, effective October 1, 1976.

Jose Rolando R. Santos, increase in salary from Associate Professor I to Associate Professor III of Mining Engineering, College of Engineering, effective October 1, 1976.

Natividad A. Santos, increase in salary from Associate Professor II to Associate Professor IV of Education, College of Education, effective October 1, 1976.

Ramon P. Santos, promotion in rank and salary from Assistant Professor IV to Associate Professor I of Composition, College of Music, effective October 1, 1976.

James N. Seiber as Visiting Associate Professor of Entomology, College of Agriculture, University of the Philippines at Los Baños, without compensation, effective November 1, 1976 until October 31, 1977.

Federico B. Silao, promotion in rank and salary from Assistant Professor VI to Associate Professor II of Environmental Planning, Institute of Environmental Planning, effective December 1, 1976.

Caridad N. Singson, promotion in rank and salary from Assistant Professor V to Associate Professor I of Psychology, College of Arts and Sciences, effective October 1, 1976.

Nenita U. Socrates, increase in salary from Associate Professor I to Associate Professor II of Education, College of Education, effective October 1, 1976.

Ernesto P. Sonido, increase in salary from Professor III to Professor IV of Geology and Geography, College of Arts and Sciences, effective October 1, 1976.

Joventino D. Soriano, increase in salary from Professor VII to Professor VIII of Botany, College of Arts and Sciences, effective October 1, 1976.

Clemente Sta. Romana, promotion in rank and salary from Lecturer to Professorial Lecturer in Plastic Surgery, College of Medicine, effective October 1, 1976.

Minda C. Sutaria, increase in salary as Professorial Lecturer, College of Education, effective November 17, 1976 until May 31, 1977.

Reynaldo A. Tabbada, increase in salary from Associate Professor I to Associate Professor II of Botany, College of Arts and Sciences, effective October 1, 1976.

Priscilla J. Tablan, promotion in rank and salary from Lecturer to Professorial Lecturer in Thoracic Conditions, College of Medicine, effective October 1, 1976.

Deogracias Tablan, increase in salary as Professorial Lecturer, College of Medicine, effective October 1, 1976.

Isabel L. Tablante, promotion in rank and salary from Assistant Professor IV to Associate Professor II of

Education, College of Education, effective October 1, 1976.

Robert C. Tan, promotion in rank and salary from Assistant Professor I (part-time) to Associate Professor I of Ophthalmology (part-time), College of Medicine, and Attending Ophthalmologist (part-time), Philippine General Hospital, effective October 1, 1976.

Evelyn Mae S. Tecson as Professorial Lecturer in Chemistry, College of Sciences and Humanities, University of the Philippines at Los Baños, effective November 1, 1976 until June 30, 1977.

Victor N. Tiotuyco, promotion in rank and salary from Associate Professor IV to Professor I of Architecture, College of Architecture, effective October 1, 1976.

Leticia H. Tison, promotion in rank from Associate Professor V to Professor I of Speech and Drama, College of Arts and Sciences, effective October 1, 1976.

Yolanda V. Tomeldan, increase in salary from Associate Professor III to Associate Professor IV of English, College of Arts and Sciences, effective October 1, 1976.

Mario S. Tongson, promotion in rank and salary from Associate Professor IV to Professor I of Veterinary Parasitology and Protozoology, College of Veterinary Medicine, effective October 1, 1976.

Constantino Torralba, increase in salary from Associate Professor I to Associate Professor III of Education, College of Education, effective October 1, 1976.

Gavino C. Trono, Jr., increase in salary from Associate Professor II to Associate Professor IV of Botany, College of Arts and Sciences, effective October 1, 1976.

Filonila M. Tupas, increase in salary from Associate Professor III to Associate Professor IV of English, College of Arts and Sciences, effective October 1, 1976.

Ciriaca S. Ubaldo, increase in salary from Associate Professor I to Associate Professor II of Nutrition, Institute of Public Health, effective October 1, 1976.

Flordeliz R. Uyenco, increase in salary from Professor VI to Professor VII of Botany, College of Arts and Sciences, effective October 1, 1976.

Jose R. Valdecañas, promotion in rank and salary from Assistant Professor VI to Associate Professor II of Environmental Planning, Institute of Environmental Planning, effective December 1, 1976.

Amanda V. Valenzuela, increase in salary from Professor I to Professor II of Public Health Administration, Institute of Public Health, effective October 1, 1976.

Andrea O. Veneracion, promotion in rank and salary from Assistant Professor IV to Associate Professor IV of Voice, College of Music, effective October 1, 1976.

Oscar Ventanilla, increase in salary from Associate Professor I (part-time) to Associate Professor II of Business Law (part-time), College of Business Administration, effective December 1, 1976.

Elvira S. Verano, promotion in rank and salary from Assistant Professor VI to Associate Professor II of Spanish, College of Arts and Sciences, effective October 1, 1976.

Zosimo T. Vicencio, increase in salary from Associate Professor I to Associate Professor II of Inland Fisheries, College of Fisheries, effective October 1, 1976.

Consuelo C. Vigilar, promotion in rank and salary from Assistant Professor III to Associate Professor I of Education, College of Education, effective October 1, 1976.

Normelita C. Villajuan, promotion in rank and salary from Assistant Professor IV to Associate Professor I of Spanish and French, College of Arts and Sciences, effective October 1, 1976.

Romeo O. Villarta, promotion in rank and salary from Assistant Professor IV to Associate Professor I of Marine Fisheries, College of Fisheries, effective October 1, 1976.

Leandro A. Viloria, increase in salary from Professor VI to Professor VII of Planning, Institute of Environmental Planning, effective October 1, 1976.

Julita I. Yabes, increase in salary from Associate Professor II to Associate Professor III of Maternal and Child Health, Institute of Public Health, effective October 1, 1976.

Herminia J. Yap, increase in salary from Professor I to Professor II of English, College of Arts and Sciences, effective October 1, 1976.

Carminia A. Yaptenco, promotion in rank from Assistant Professor VII to Associate Professor II of English, College of Arts and Sciences, effective October 1, 1976.

Natividad S. Ynchausti, promotion in rank and salary from Assistant Professor IV to Associate Professor I of Clothing, Textiles and Related Arts, College of Home Economics, effective December 1, 1976.

Haydee B. Yorac, increase in salary as Law Researcher IV, Division of Research and Law Reform, Law Center, effective October 1, 1976.

Cecilia V. Zamora, promotion in rank from Associate Professor VII to Professor II of Botany, College of Arts and Sciences, effective October 1, 1976.

Lea S. Zapanta, promotion in rank and salary from Assistant Professor IV to Associate Professor I of Management, U.P. College Iloilo, effective October 1, 1976.

Ricardo M. Zarco, increase in salary from Professor II to Professor III of Sociology, College of Arts and Sciences, effective October 1, 1976.

TRANSFER TO PERMANENT STATUS

The Board approved the transfer of the following to permanent status:

Josephine S. Añel-Lazaro as Assistant Professor I of Pediatrics, College of Medicine, and Attending Pediatrician (part-time), Philippine General Hospital, effective January 1, 1977.

Leonora M. Panlasigui as Assistant Professor II of Food Science and Nutrition, College of Home Economics, effective October 1, 1976.

SCHOLARSHIPS, FELLOWSHIPS, GRANTS AND GIFTS

The Board accepted a donation from the *Wagenhaus Trading, Inc.*, through the U.P. Business Research Foundation, Inc., of a scholarship in the College of Business Administration in the amount of ₱500.00 a semester, to be made available to both graduate and undergraduate students with the following qualifications:

a. scholastic standing of 2.5 or better; and

b. financially in need.

* * *

The Board accepted a donation from the *Insular Life Assurance Co., Ltd.*, of ₱16,500.00 to underwrite the cost of a research project entitled "Asymptomatic Bacteriuria in Female U.P. Students" to be conducted by the University Health Service. The amount shall be paid as follows:

1976 — ₱10,500.00 (BPI Check No. 66902)
1977 — 3,000.00 for future release upon request
1978 — 3,000.00 for future release upon request.

The study aims to find out how many students are suffering unawares from incipient urine infection. It also aims to examine the natural history of this condition among Filipinos and to evaluate efficacy of treatment.

* * *

The Board accepted a grant from the *Nelly Kellog van Schaick Charitable Trust* in the amount of $20,000.00 to support the scholarship program of the Institute of Health Sciences (Tacloban).

The grant will go a long way toward achieving the program goals of the Institute, the primary focus of which is the democratization of medical education and the creation of health manpower which is community-oriented.

* * *

The Board accepted the following scholarship grants donated by the alumni of the College of Engineering through the U.P. Engineering Research and Development Foundation, Inc.:

a. *The Antonio U. Miranda Full Scholarship-Study Grant in Engineering* — Donor, Mr. Antonio U. Miranda.

b. *The Vicente G. Cruz Full Scholarship Study-Grant in Civil Engineering* — Donor, Mr. Vicente G. Cruz.

c. *The Onofre B. Banson Full Scholarship Study-Grant in Engineering* — Donor, Mr. Onofre B. Banson.

The above scholarships will be effective the second semester, 1976-1977.

The Board accepted a grant from the *Department of Natural Resources* establishing an undergraduate scholarship in the Institute of Human Ecology in UPLB. The grant provides fellowships to qualified high school graduates until their completion of undergraduate work leading to B.S. in Human Ecology.

The grant for each fellow includes ₱4,400.00 for basic annual expenditure, ₱1,200.00 for one summer session, basic support and graduation expenses, effective the beginning of the second semester, 1976-1977.

* * *

The Board accepted a donation of ₱10,000.00 from the *UPLB Ladies Circle* to be used as initial capital for the establishment of the *UPLB Ladies Circle Emergency Cash Loan Program* for the benefit of deserving bona fide students of the U.P. at Los Baños.

The Emergency Cash Loan will be made available to bona fide students under the following rules and conditions:

(1) Loans shall be granted only for purposes of meeting educational expenses of student-borrowers;

(2) The maximum amount that a student can borrow shall be ₱200.00 at one time, which shall be payable within 60 days, with an interest of one per cent per month;

(3) Loans shall be granted through the UPLB Student Loan Board in accordance with the approved rules and regulations governing student loans; and

(4) Any income that may be realized from the granting of loans shall accrue to the Emergency Cash Loan Program to augment loanable funds.

COLLECTION OF FEES

The Board approved the increase in the cost of electric energy to be applied to the customers of UPLB, effective 16 November 1976, as follows:

	From	*To*
Cost per KWH	₱0.15 per kwh plus fuel cost adjustment	₱0.24 per kwh plus fuel cost adjustment

* * *

The Board approved the revised billing rates for the different services rendered by the UPLB Printing, Bindery and Visual Services Unit.

SCHEDULE OF HONORARIA AND GUIDELINES FOR THESIS ADVISING

The Board approved the schedule of honoraria and guidelines for thesis advising for implementation effective 1 December 1976.

Payment of honoraria shall be made after the completion of the dissertation/thesis work in the case of the chairman, adviser and reader, and after the oral examination in the case of panel members. The guidelines provide basic rules on the payment of honoraria, definition of terms, and explanation as to which types of thesis ad-

vising are covered. Specifically, thesis advising and related services in masteral programs, where the paper prescribed is merely a special problem or paper and not a formal thesis, are not to be compensated.

The annual financial requirement is ₱341,250.00.

GRANTS-IN-AID PROGRAM REVISIONS

The Board approved revisions of the U.P. Grants-in-Aid Program for the academic years 1977-1978 and 1978-1979, as follows:

a. *For academic year 1977-1978* —

(1) Increase in the number of GIA categories to forty-four (44), making the maximum financial benefits under the Grants-in-Aid Program cover a 100% discount in fees, a ₱100.00 semestral book allowance, and a ₱150.00 monthly stipend; and

(2) Increase of the budgetary allocation for Grants-in-Aid purposes to ₱3,000,000.00.

b. *For academic year 1978-1979* —

(1) Increase in the number of GIA categories to 64, making the maximum financial benefits under the Grants-in-Aid Program cover a 100% discount in fees, a ₱100.00 semestral book allowance, and a ₱250.00 monthly stipend.

(2) Increase of the budgetary allocation for Grants-in-Aid purposes to ₱4,125,000.00.

INTERNAL OPERATING BUDGET OF U.P.

The Board approved the Internal Operating Budget of the University for Calendar Year 1 January to 31 December 1977.

The budget calls for a total expenditure of ₱255,366,000.00 broken down into ₱207,061,000.00 for current operating expenditures and ₱48,305,000.00 for capital outlay, chargeable against the equivalent appropriations authorized for the University under Presidential Decree No. 1050. The expenditure of ₱255.4 million is about ₱156 million short of the budgetary requests submitted to the Budget Commission based on the revised aggregate proposals from all units of the University.

This is subject to the proviso that adjustment in expenditure ceilings for the various operating units will be made on the basis of actual fund releases from the Budget Commission.

PRESIDENTIAL DECISIONS

The President approved the following appointments, reappointments, renewals of appointment, promotions, increases in salary, and other related matters:

Herminio A. Abcede, renewal of additional assignment as Senior Design Engineer, Infrastructure Development Program, effective November 1, 1976 until December 31, 1976.

Edilberto C. Abejar as Research Associate III, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective October 18, 1976 until December 31, 1976.

Eustaquia T. Acevedo, promotion in rank and salary from Lecturer to Senior Lecturer in Public Administration, U.P. College Iloilo, effective October 1, 1976 until May 31, 1977.

Celia T. Adriano as Instructor I, Integrated School [K to Grade 10], College of Education, effective November 4, 1976 until May 31, 1977.

Virgilio C. Aganon, reappointment as Senior Lecturer in Industrial Relations, Asian Labor Education Center, effective November 2, 1976 until March 31, 1977.

Nora R. Agbayani, increase in salary from Instructor I to Instructor II, Integrated School [K to Grade 10], College of Education, effective October 1, 1976.

Rachelle C. Agustin, increase in salary as Research Associate, Local Government Center, College of Public Administration, effective December 1, 1976.

Luis M. Alarilla, Jr. as Senior Design Engineer, Infrastructure Development Program, effective November 1, 1976 until December 31, 1976.

Teresita M. Albino, promotion in rank and salary from Librarian I to Librarian II, University Library, effective November 15, 1976 until June 30, 1977.

Angel C. Alcala as Consultant, Marine Sciences Center, without compensation, effective October 1, 1976 until March 31, 1977.

Rachel Y. Aliling, transfer from part-time to full-time status as Assistant Professor I of Home Economics Education, College of Home Economics, effective November 1, 1976 until the return of Josefa Dikitanan from a leave of absence, but not later than May 31, 1977.

Visitacion M. Alobba, increase in salary as Lecturer in Political Science, U.P. College Manila, effective November 1, 1976 until May 31, 1977.

Imelda O. Andres, reappointment as Lecturer in Occupational Therapy-Physical Therapy, School of Allied Medical Professions, College of Medicine, effective November 4, 1976 until May 31, 1977.

Ofelia R. Angangco as Associate Dean, Division of Social Sciences, College of Arts and Sciences, effective December 1, 1976 until November 30, 1979.

Fleurdelis G. Antonio as Instructor I in Chemistry, College of Arts and Sciences, effective November 4, 1976 until May 31, 1977.

Lilia F. Antonio, promotion in rank and salary from Instructor IV to Assistant Professor I of Filipino, College of Arts and Sciences, effective October 1, 1976 until May 31, 1977.

Ma. Victoria E. Añonuevo as Consultant, Marine Sciences Center, effective October 1, 1976 until March 31, 1977.

Digna B. Apilado, increase in salary from Instructor II to Instructor IV in History, College of Arts and Sciences, effective October 1, 1976 until May 31, 1977.

Thelma E. Arambulo, increase in salary from Instructor II to Instructor III in English, College of Arts and Sciences, effective October 1, 1976 until the return of Marcela Zamora from a leave of absence, but not later than May 31, 1977.

Jose C. Araneta as Senior Electrical Design Engineer, Infrastructure Development Program, effective November 1, 1976 until December 31, 1976.

Emerenciana Y. Arcellana as Coordinator, Weekly Graduate Seminars, College of Arts and Sciences, effective January 1, 1977 until December 31, 1977.

Francisco Arcellana, Sr., renewal of additional assignment as Faculty Adviser, *Philippine Collegian*, effective July 23, 1976 until May 31, 1977.

Pablo F. Arceo, increase in salary from Instructor II to Instructor III, Integrated School [K to Grade 10], College of Education, effective October 1, 1976.

Carl A. Argila, reclassification of position from Professorial Lecturer to Assistant Professor II of Mathematics, College of Arts and Sciences, effective October 29, 1976 until May 31, 1977.

Lydia Arribas, promotion in rank and salary from Instructor IV to Assistant Professor I of Clothing, Textiles and Related Arts, College of Home Economics, effective October 1, 1976.

Patricia T. Arroyo, increase in salary from Assistant Professor III to Assistant Professor IV of Fisheries Technology, College of Fisheries, effective October 1, 1976 until May 31, 1977.

Jose A. Azarcon, reappointment to additional assignment as Senior Design Engineer, Infrastructure Development Program, effective November 1, 1976 until December 31, 1976.

Jerome B. Bailen, increase in salary from Assistant Professor III to Assistant Professor IV of Anthropology, College of Arts and Sciences, effective October 1, 1976.

Evelyn V. Baldeviso, increase in salary from Instructor III to Instructor IV in Mathematics, High School Department, U.P. College Iloilo, effective October 1, 1976 until May 31, 1977.

Elias D. Banquillo, increase in salary as Training Specialist I, Philippine Executive Academy, effective January 1, 1977 until December 31, 1977.

Raymundo Baquirin, transfer to non-substitute status as Instructor I in Mathematics, College of Arts and Sciences, effective October 16, 1976 until May 31, 1977.

Lita Benitez, renewal of special detail and increase in honorarium as Researcher, Marine Sciences Center, effective January 1, 1977 until December 31, 1977.

Ponciano L. Bennagen as Chairman, Department of Anthropology, College of Arts and Sciences, effective December 14, 1976 until April 30, 1979; increase in salary from Assistant Professor II to Assistant Professor III of Anthropology, College of Arts and Sciences, effective October 1, 1976.

Felisita S. Blancaflor, increase in salary from Instructor I to Instructor III in Zoology, U.P. College Iloilo, effective October 1, 1976 until May 31, 1977.

Ernesto S. Borromeo, increase in salary from Assistant Professor III to Assistant Professor IV of Physics, U.P. College Iloilo, effective October 1, 1976.

Eryl Gil A. Buan, renewal of additional assignment as Associate Dean, Asian Institute of Tourism, effective July 1, 1976 until April 30, 1979.

Erlinda M. Buenavides, promotion in rank and salary from Instructor IV to Assistant Professor I of Chemistry, College of Arts and Sciences, effective October 1, 1976 until May 31, 1977.

Jose S. Buenavidez, reappointment as Lecturer in Mathematics, College of Arts and Sciences, effective November 4, 1976 until May 31, 1977.

Maria Teresa S. Buencamino, increase in salary from Instructor II to Instructor IV in Social Sciences, U.P. College Manila, effective October 1, 1976 until May 31, 1977.

Wilhelmina B. Cabellon, promotion in rank and salary from Librarian I to Librarian II, University Library, effective November 15, 1976.

Josefina V. Cabigon as Research Associate, Population Institute, effective November 2, 1976 until December 31, 1976.

Agnes C. Cabrera as Instructor I in Mathematics, College of Arts and Sciences, effective November 4, 1976 until May 31, 1977.

Eligio K. Camaya, transfer to permanent status as Training Associate, Asian Labor Education Center, effective November 1, 1976.

Miriam Joy B. Cantiller, reappointment as Instructor I in Zoology, College of Arts and Sciences, effective November 8, 1976 until the return of Generoso Torres from a leave of absence, but not later than May 31, 1977.

Albert F. Celoza, reappointment as Instructor I in History, College of Arts and Science, effective November 4, 1976 until the return of Milagros C. Guerrero from a leave of absence, but not later than March 31, 1977.

Antonio C. Chavez, extension of additional assignment as Officer-in-Charge, Department of Radiology, College of Medicine and Philippine General Hospital, effective October 10, 1976 until the appointment of a Chairman, but not later than October 31, 1976.

Magdalena S. Chua as Instructor IV in Biological Sciences, U.P. College Iloilo, effective November 2, 1976 until May 31, 1977.

Susan B. Cipres, reappointment as Instructor I in Psychology, College of Arts and Sciences, effective November 4, 1976 until May 31, 1977.

Henry C. Co, promotion in rank and salary from Lecturer to Senior Lecturer in Industrial Engineering, College of Engineering, effective October 1, 1976 until May 31, 1977.

Prudencia V. Conlu, renewal of additional assignment as Officer for Student Relations, College of Fisheries, effective October 1, 1976 until September 30, 1977.

Pamela D. Cruz, promotion in rank and salary from Instructor IV to Assistant Professor I of Filipino, College of Arts and Sciences, effective October 1, 1976 until May 31, 1977.

Rosario B. Daquilanea as Senior Lecturer in Management, U.P. College Iloilo, effective October 1, 1976 until May 31, 1977.

Lourdes T. David, increase in salary as Librarian II, University Library, effective November 15, 1976.

Leonardo D. de Castro, promotion in rank and salary from Instructor III to Assistant Professor I of Philosophy, College of Arts and Sciences, effective October 1, 1976 until May 31, 1977.

Lourdes V. de Castro, increase in salary from Assistant Professor II to Assistant Professor IV of English and Literature, U.P. College Iloilo, effective October 1, 1976.

Rogelio G. de Castro, increase in salary as Associate Programmer, Accounting Division, effective October 1, 1976.

Soledad C. de Castro, renewal of additional assignment as Member and Researcher, Commercial Law Codification Project, Law Center, effective January 1, 1977 until December 31, 1977.

Ligaya S. de Guzman, increase in salary as Resident Adviser, Kalayaan Residence Hall, Office of Student Auxiliary Services, effective October 1, 1976.

Bessie May de la Cruz, promotion in rank and salary from Instructor III to Assistant Professor I of Chemistry, College of Arts and Sciences, effective October 1, 1976 until May 31, 1977.

Reynaldo de la Paz, increase in honorarium for additional assignment as Researcher, Marine Sciences Center, effective November 1, 1976 until June 30, 1977.

Alejandro S. de Leon, reappointment to additional assignment as Officer-in-Charge, Philippine Eye Research Institute, effective December 8, 1976 until the return of Salvador R. Salceda from a sick leave, but not later than December 21, 1976.

Lily T. de Leon, increase in salary from Assistant Professor II to Assistant Professor III of Architecture, College of Architecture, effective October 1, 1976.

Socorro R. de Leon, reappointment as Instructor I in Sociology, College of Arts and Sciences, effective November 4, 1976 until the return of Ma. Rosario Piquero from a leave of absence, but not later than May 31, 1977.

Diana Delfin as Team Leader in a Project entitled "Investigation of Coral Resources of the Philippines," Marine Sciences Center, effective October 1, 1976 until March 31, 1977.

Eulogia P. de los Reyes, as Project Researcher in a Research Project titled "A Bibliography of Social Work Literature," Institute of Social Work and Community Development, effective July 5, 1976 until January 4, 1977.

Renan M. del Rosario as Lecturer in Chemistry, U.P. Extension Division Clark Air Base, effective November 4, 1976 until October 31, 1977.

Vicente G. del Rosario, increase in salary from Assistant Professor I to Assistant Professor II of Marine Fisheries, College of Fisheries, effective October 1, 1976.

Jesus D. del Val as Senior Lecturer in Mathematics, U.P. College Baguio, effective November 4, 1976 until May 31, 1977.

Norma R. Dinglasan as Program Development Associate, Program Development Staff, Office of the President, effective November 16, 1976 until June 30, 1977.

Samson G. Divinagracia, increase in salary from Assistant Professor III to Assistant Professor IV of Social Sciences, High School Department, U.P. College Iloilo, effective October 1, 1976.

Ernesto O. Domingo, renewal of additional assignment as Consultant, Philippine General Hospital, effective January 1, 1977 until December 31, 1977.

Gaudelia V. Doromal, increase in salary from Assistant Professor III to Assistant Professor IV of English, U.P. College Iloilo, effective October 1, 1976.

Erlinda L. Drilon, increase in salary from Instructor II to Instructor III in Physical Education, U.P. College Iloilo, effective October 1, 1976.

Miguel Enriquez, Jr., increase in salary as Senior Lecturer in Political Science, U.P. College Cebu, effective October 1, 1976 until May 31, 1977.

Miguel B. Escoto, renewal of additional assignment as Senior Design Engineer, Infrastructure Development Program, effective October 1, 1976 until December 31, 1976; reappointment to additional assignment as Officer-in-Charge, College of Engineering, effective November 27, 1976 until the return of Alfredo L. Juinio and Leopoldo V. Abis from leaves of absence, but not later than December 10, 1976.

Miguel T. Escoto, Jr. as Junior Electrical Design Engineer, Infrastructure Development Program, effective November 1, 1976 until December 31, 1976.

Jesus B. Esguerra, reappointment as Lecturer in Business Administration, U.P. College Iloilo, effective November 2, 1976 until March 31, 1977.

Cristopher E. Espina as Senior Design Architect, Infrastructure Development Program, effective August 1, 1976 until December 31, 1976.

Iluminada G. Espino as Senior Lecturer in Education, College of Education, effective November 5, 1976 until May 31, 1977.

Jose F. Espinosa as Consultant in a Project entitled "Investigation of Coral Resources in the Philippines," Marine Sciences Center, effective December 1, 1976 until May 31, 1977.

Abraham D. Estavillo, reappointment as Senior Lecturer in Mathematics, U.P. College Baguio, effective November 1, 1976 until May 31, 1977.

Vivencio C. Esteban as Senior Lecturer in Mass Communication, Institute of Mass Communication, effective November 4, 1976 until March 31, 1977.

Amaury A. Evangelista as Senior Lecturer in Mathematics, U.P. College Baguio, effective November 4, 1976 until May 31, 1977.

Herminia R. Fajardo, extension of additional assignment as Officer-in-Charge, Institute for Small-Scale Industries, effective November 24, 1976 until the return of Paterno V. Viloria from a special detail abroad, but not later than November 25, 1976.

Andres I. Fernandez as Chairman, Student Disciplinary Tribunal, Office of Student Affairs, effective November 23, 1976 until November 22, 1977.

Honrado R. Fernandez as Senior Design Architect, Infrastructure Development Program, effective August 1, 1976 until December 31, 1976.

Pacita G. Fernandez as Associate Dean, Division of Humanities, College of Arts and Sciences, effective December 1, 1976 until November 30, 1979.

Pepito M. Fernandez, increase in salary from Assistant Professor I to Assistant Professor II of Inland Fisheries, College of Fisheries, effective October 1, 1976.

Florentino A. Flores, increase in salary from Instructor II to Instructor III in Fisheries Technology, College of Fisheries, effective October 1, 1976 until May 31, 1977.

Magelende M. Flores, increase in salary from Assistant Professor I to Assistant Professor II of English, College of Arts and Sciences, effective December 1, 1976.

Margaret L. Fong as Instructor in Pediatrics (part-time), College of Medicine, and Attending Pediatrician (part-time), Philippine General Hospital, effective November 2, 1976 until May 31, 1977.

Candelaria S. Formacion, increase in salary from Assistant Professor I to Assistant Professor II of Home Economics, High School Department, U.P. College Iloilo, effective October 1, 1976.

Miguel D. Fortes, promotion in rank and salary from Instructor IV to Assistant Professor I of Botany, College of Arts and Sciences, effective October 1, 1976 until May 31, 1977.

Rosita G. Galang, increase in salary from Instructor II to Instructor III in English, College of Arts and Sciences, effective October 1, 1976 until the return of Adoracion Velasco from a leave of absence, but not later than May 31, 1977.

Remedios C. Galsim as Instructor III in Mathematics, College of Arts and Sciences, effective November 4, 1976 until May 31, 1977.

Emmanuel L. Geralde, increase in salary from Instructor III to Instructor V in Photography, College of Fine Arts, effective October 1, 1976 until May 31, 1977.

Ma. Rosario K. Garcia as Instructor I, Integrated School [K to Grade 10], College of Education, effective November 23, 1976 until the return of Nonita Zablan from a maternity leave, but not later than May 31, 1977.

Haydee S. Geduspan, increase in salary from Instructor III to Instructor IV in Chemistry, U.P. College Iloilo, effective October 1, 1976 until May 31, 1977.

Oscar T. Go as Lecturer in Mathematics, College of Arts and Sciences, effective November 4, 1976 until May 31, 1977.

Edgardo D. Gomez as Project Director in a Project titled "The Investigation of Coral Resources in the Philippines," Marine Sciences Center, effective October 1, 1976 until March 31, 1977.

Rosal M. Gomez as Computer Programmer I, Philippine General Hospital, effective October 1, 1976 until December 31, 1976.

Josefina M. Gonzales, reappointment as Special Lecturer in Nutrition, Institute of Public Health, effective January 1, 1977 until March 31, 1977.

Mildred J. Gonzales, increase in salary from Assistant Professor III to Assistant Professor IV of English, High School Department, U.P. College Iloilo, effective October 1, 1976.

Michael M. Gonzalez, increase in salary from Instructor I to Instructor III in History, College of Arts and Sciences, effective October 1, 1976 until the return of Gil J. Gotiangco from a faculty fellowship, but not later than May 31, 1977.

Mariano J. Guillermo, renewal of additional assignment as Senior Lecturer in Public Administration, College of Public Administration, effective November 1, 1976 until March 31, 1977.

Nemah N. Hermosa as Research Associate in a Research Project entitled "Formulation of Two Forms of Standardized Tests Comparable to Diagnostic Reading Tests, Forms A & B Grade 4 Through Grade 12 (Manhit)", College of Education, effective October 1, 1976 until December 31, 1976.

Dionisia B. Hermosura, increase in salary from Assistant Professor III to Assistant Professor IV of English, College of Arts and Sciences, effective October 1, 1976.

Concha C. Herrera, increase in salary from Instructor I to Instructor II, Integrated School [K to Grade 10], College of Education, effective October 1, 1976.

James Y. Ho as Senior Lecturer in Business Administration, College of Business Administration, effective November 9, 1976 until December 31, 1977.

Andres F. Homeres, increase in salary from Instructor II to Instructor IV in Speech, U.P. College Tacloban, effective October 1, 1976 until May 31, 1977.

Virgilio J. Jamerlan, increase in salary from Assistant Professor I to Assistant Professor II of Filipino, High School Department, U.P. College Iloilo, effective October 1, 1976.

Neva A. Jardenil, promotion in rank and salary from Instructor IV to Assistant Professor I of English, High School Department, U.P. College Iloilo, effective October 1, 1976.

Nora T. Jolipa, increase in salary from Instructor III to Instructor IV in English, College of Arts and Sciences, effective October 1, 1976 until May 31, 1977.

Ma. Amor M. Jose, promotion in rank and salary from Instructor II to Assistant Professor I of Philippine Studies, College of Arts and Sciences, effective October 1, 1976 until May 31, 1977.

Gloria F. Libao, increase in salary from Assistant Professor III to Assistant Professor IV of Fisheries Technology, College of Fisheries, effective October 1, 1976.

Manuel G. Lacuesta as Project Leader in a Project entitled "Improvement of College Teaching," College of Education, effective November 1, 1976 until December 30, 1977.

Evangelina A. Ladores, promotion in rank and salary from Instructor IV to Assistant Professor I of Chemistry, College of Arts and Sciences, effective October 1, 1976 until May 31, 1977.

Leticia A. Lagmay, increase in salary from Assistant Professor III to Assistant Professor IV of Anthropology, College of Arts and Sciences, effective October 1, 1976.

Dante A. Lapuz, reclassification of position from Research Assistant to Instructor I in Zoology, College of Arts and Sciences, effective November 8, 1976 until the return of George Go from a leave of absence, but not later than May 31, 1977.

Teodoro B. Ledesma, increase in salary from Assistant Professor III to Assistant Professor IV of Political Science, U.P. College Iloilo, effective October 1, 1976.

Priscelina P. Legasto, increase in salary from Instructor II to Instructor III in English, College of Arts and Sciences, effective October 1, 1976 until the return of Cesar Hidalgo from U.P. Extension Division Clark Air Base, but not later than May 31, 1977.

Corazon G. Leocadio, increase in salary from Assistant Professor II to Assistant Professor III of Food Science and Nutrition, College of Home Economics, effective October 1, 1976.

Zenaida Z. Leonidas, increase in salary from Assistant Professor II to Assistant Professor IV of General Science, High School Department, U.P. College Iloilo, effective October 1, 1976.

Arturo Librea as Statistical Consultant in a Research Project of Perla Santos-Ocampo, Natural Science Research Center, Office of Research Coordination, effective October 1, 1976 until December 31, 1976.

Loretta C. Lichauco, reappointment as Lecturer in Humanities, U.P. College Manila, effective November 23, 1976 until May 31, 1977.

Minda Y. Licuanan, increase in salary as Librarian II, University Library, effective November 15, 1976.

Melchor M. Lijauco, increase in salary from Assistant Professor III to Assistant Professor IV of Inland Fisheries, College of Fisheries, effective October 1, 1976.

Dalisay A. Lim, increase in salary from Instructor II to Instructor III in English, College of Arts and Sciences, effective October 1, 1976 until the return of Elmer Ordoñez, but not later than May 31, 1977.

Kathrine C. Liu-Go Seng, promotion in rank and salary from Instructor III to Assistant Professor I of Chemistry, College of Arts and Sciences, effective October 1, 1976 until May 31, 1977.

Dionisio O. Liwag, reappointment to additional assignment as Senior Lecturer in Botany, College of Arts and Sciences, effective November 4, 1976 until March 31, 1977.

Cecilia F. Lonio, increase in salary as Lecturer in Mathematics, U.P. College Manila, effective November 1, 1976 until May 31, 1977.

Roman L. Lucas, promotion in rank and salary from Training Specialist I to Training Specialist II, Office of Administrative Personnel Services, effective October 1, 1976.

Prosperidad C. Luis as Senior Design Architect, Infrastructure Development Program, effective August 1, 1976 until December 31, 1976.

Froilan T. Madriñan, Jr., increase in salary from Assistant Professor I to Assistant Professor III of Sculpture, College of Fine Arts, effective October 1, 1976.

Dan Reynald R. Magat, increase in salary from Assistant Professor II to Assistant Professor III of Philosophy, College of Arts and Sciences, effective October 1, 1976.

Ma. Ofelia C. Maglipon, reclassification of position from Lecturer to Instructor II in Botany, U.P. College Manila, effective November 2, 1976 until May 31, 1977.

Bernardino Q. Malabed, reappointment to additional assignment as Senior Lecturer in Therapeutics, School of Allied Medical Professions, College of Medicine, effective November 4, 1976 until May 31, 1977.

Fe Esperanza Manalo as Lecturer in Mathematics, College of Arts and Sciences, effective November 4, 1976 until May 31, 1977.

Basilisa J. Manhit as Project Leader in Research Project entitled "Formulation of Two Forms of Standardized Tests Comparable to Diagnostic Reading Tests, Forms A & B Grade 4 Through Grade 12 (Manhit)," College of Education, effective October 1, 1976 until December 31, 1976.

Prospero V. Manuel, increase in salary as Senior Lecturer in Chemistry, U.P. College Cebu, effective October 1, 1976 until May 31, 1977.

Vicente D. Mariano, promotion in rank and salary from Research Associate to Researcher I, Local Government Center, College of Public Administration, effective December 1, 1976.

Rosita C. Matro, increase in salary as Librarian II, University Library, effective November 15, 1976.

Leonarda S. Mendoza, promotion in rank and salary from Instructor IV to Assistant Professor I of Fisheries Technology, College of Fisheries, effective October 1, 1976.

Remigio D. Mercado, increase in salary as Training Specialist III, Institute of Public Health, effective October 1, 1976 until June 30, 1977.

Rolando V. Miranda, reappointment as Lecturer in History, College of Arts and Sciences, effective November 4, 1976 until January 31, 1977.

Sara R. Miranda as Lecturer in Mathematics, College of Arts and Sciences, effective November 4, 1976 until May 31, 1977.

Honorata Moreno as Program Development Associate, Program Development Staff, Office of the President, effective November 16, 1976 until December 31, 1976.

Natividad J. Munarriz as Researcher in a Research Project titled "A Validation Study of the Ipat Culture Fair Test of 'g' Scale Two," College of Education, effective November 1, 1976 until December 31, 1976.

Nilo S. Ocampo, reappointment as Instructor I in History, College of Arts and Sciences, effective November 4, 1976 until the return of Angelita Balanon from a faculty fellowship, but not later than March 31, 1977.

Remigio Ed. D. Ocenar, promotion in rank and salary from Senior Research Assistant to Research Associate, Local Government Center, College of Public Administration, effective December 1, 1976 until June 30, 1977.

Marietta R. Otero as Instructor I, Integrated School [K to Grade 10], College of Education, effective November 12, 1976 until the return of Nora Q. Valencia from a faculty fellowship, but not later than May 31, 1977.

Felipa E. Pablo, renewal of additional assignment as Project Leader in a Research Project entitled "Pesticide Residues in Leafy Vegetables," Natural Science Research Center, effective October 16, 1976 until April 15, 1977.

Leonora Panlasigui, renewal of additional assignment as Program Development Associate, Program Development Staff, Office of the President, effective December 1, 1976 until December 31, 1976.

Josefina R. Pañgilinan, increase in salary from Instructor I to Instructor II, Integrated School [K to Grade 10], College of Education, effective October 1, 1976.

Gloria M. Pariña, increase in salary from Instructor II to Instructor III, Integrated School [K to Grade 10], College of Education, effective October 1, 1976.

Edmundo C. Pastoral reappointment as Senior Lecturer in Geology, U.P. College Baguio, effective November 4, 1976 until May 31, 1977.

Elizabeth A. Pastores as Instructor I in History, College of Arts and Sciences, effective November 4, 1976 until the return of Samuel Tan from a detail at Malacañang, but not later than March 31, 1977.

Lydia S. Peña, increase in salary from Assistant Professor II to Assistant Professor III of English, College of Arts and Sciences, effective October 1, 1976.

Juana G. Pilar, reappointment as Instructor I in Geology, College of Arts and Sciences, effective November 4, 1976 until May 31, 1977.

Denise B. Pineda as Program Development Assistant, Program Development Staff, Office of the President, effective December 1, 1976 until June 30, 1977.

Zenaida A. Policarpio as Instructor I in Pilipino, Integrated School [K to Grade 10], College of Education, effective November 4, 1976 until May 31, 1977.

Nelia J. Porciuncula, increase in salary from Instructor II to Instructor III, Integrated School [K to Grade 10], College of Education, effective October 1, 1976.

Ramundo Punongbayan as Consultant, Marine Sciences Center, effective November 1, 1976 until April 30, 1977.

Adawey Racal, promotion in rank and salary from Librarian I to Librarian II, University Library, effective November 15, 1976.

Ma. Cynthia J. Ramos as Instructor (Acting Senior Resident), College of Medicine, and Chief Resident Trainee, Philippine General Hospital, effective October 15, 1976 until January 15, 1977.

Reme P. Ramos, promotion in rank and salary from Librarian I to Librarian II, University Library, effective November 15, 1976.

Ma. Lilia Realubit, increase in salary from Assistant Professor III to Assistant Professor IV of English, College of Arts and Sciences, effective October 1, 1976.

Elena R. Revatoris, increase in salary as Librarian II, University Library, effective November 15, 1976.

Georgina A. Reyes, transfer from U.P. College Baguio to Institute of Mass Communication as Assistant Professor I of Mass Communication, effective January 1, 1977 until June 30, 1977.

Gomercindo L. Reyes as Senior Lecturer in Business Administration, College of Business Administration, effective November 4, 1976 until December 31, 1977.

Ronaldo T. Reyes, increase in salary as Lecturer in Political Science, U.P. College Manila, effective November 1, 1976 until May 31, 1977.

Naida U. Rivera, increase in salary from Instructor III to Instructor IV in English, College of Arts and Sciences, effective October 1, 1976 until May 31, 1977.

Realidad S. Rolda, increase in salary from Assistant Professor I to Assistant Professor III of Anthropology, College of Arts and Sciences, effective October 1, 1976.

Polo Crispo H. Romagos, increase in salary from Instructor IV to Instructor VI in European Languages, College of Arts and Sciences, effective October 1, 1976 until May 31, 1977.

Violeta L. Rodriguez, renewal of appointment as Research Associate, Science Education Center, effective October 1, 1976 until May 31, 1977.

Flerida Ruth P. Romero, renewal of additional assignment as Head, Division of Continuing Legal Education, Law Center, effective January 1, 1977 until December 31, 1977.

Nelson G. Rondan, increase in salary from Instructor I to Instructor II in Chemistry, College of Arts and Sciences, effective October 1, 1976 until May 31, 1977.

Daphne D. Roxas, reappointment as Lecturer in Philippine Languages, College of Arts and Sciences, effective November 4, 1976 until May 31, 1977.

Leticia R. Samonte, increase in salary from Instructor I to Instructor II, Integrated School [K to Grade 10], College of Education, effective October 1, 1976.

Luisa S. Saniel, increase in honorarium for additional assignment as Researcher, Marine Sciences Center, effective November 1, 1976 until June 30, 1977.

Godwin E. Santiago as Instructor I in Physics, College of Arts and Sciences, effective November 2, 1976 until the return of Jose C. Martinez from a study leave abroad, but not later than May 31, 1977.

Ildefonso P. Santos, Jr. as Senior Landscape Architect, Infrastructure Development Program, effective August 2, 1976 until December 31, 1976.

Rosario H. Santos, promotion in rank and salary from Instructor II to Assistant Professor I of English, College of Arts and Sciences, effective October 1, 1976.

Julieta M. Savellano, reappointment to additional assignment as Officer-in-Charge, College of Education, effective November 25, 1976 until the return of Paz Ramos from a special detail with the Philippine Asean National Coordinating Agency Meeting, but not later than December 10, 1976.

Ebonia B. Seraspe, increase in salary from Instructor I to Instructor II in Zoology, U.P. College Iloilo, effective October 1, 1976 until May 31, 1977.

Ofelia J. Silapan, promotion in rank and salary from Instructor III to Assistant Professor I of Filipino, College of Arts and Sciences, effective October 1, 1976.

Emmanuel M. Solis as Instructor I, Institute of Health Sciences (Tacloban), College of Medicine, effective July 1, 1976 until September 30, 1976.

Arturo M. Sy, reappointment as Lecturer in Physics, College of Arts and Sciences, effective November 4, 1976 until March 28, 1977.

Francisco S. Sy as Instructor IV in Parasitology, Institute of Public Health, effective November 4, 1976 until May 31, 1977.

Gaudioso R. Tabamo, promotion in rank and salary from Lecturer to Senior Lecturer in Natural Science, U.P. College Manila, effective November 1, 1976 until May 31, 1977.

Catalino T. Taclibon as Project Officer II, DPWTC-UPIEP Projects, Institute of Environmental Planning, effective October 1, 1976 until December 31, 1976.

Jaime G. Tan as Assistant Professor IV of Public Health, Institute of Health Sciences (Tacloban), College of Medicine, effective October 1, 1976 until December 31, 1976.

Ma. Teresa S. Tan, increase in salary from Instructor II to Instructor III, Integrated School [K to Grade 10], College of Education, effective October 1, 1976.

Filomena M. Tann, increase in salary as Librarian IV, University Library, effective November 15, 1976.

Mehretab Tekie, promotion in rank and salary from Lecturer to Senior Lecturer in Geography, U.P. College Manila, effective November 1, 1976 until May 31, 1977.

Elsa Tenmatay, increase in salary from Instructor III to Instructor IV in Mathematics, Integrated School [K to Grade 10], College of Education, effective October 1, 1976.

Gavino Trono, increase in honorarium for additional assignment as Researcher, Marine Sciences Center, effective November 1, 1976 until December 31, 1977.

Danilo B. Tuazon as Instructor I in Psychology, College of Arts and Sciences, effective November 4, 1976 until May 31, 1977.

Evelyn A. Tupas, increase in salary from Instructor I to Instructor II in Chemistry, College of Arts and Sciences, effective October 1, 1976 until the return of Elizabeth Manzanares from a leave of absence, but not later than May 31, 1977.

Elena G. Urbino, transfer to non-substitute status as Instructor I in Physics, College of Arts and Sciences, effective November 1, 1976 until May 31, 1977.

Guadalupe S. Uy Choco, increase in salary from Instructor III to Instructor V in History, College of Arts and Sciences, effective December 1, 1976.

Flordeliz R. Uyenco, increase in honorarium for additional assignment as Researcher, Marine Sciences Center, effective November 1, 1976 until June 30, 1977; as Consultant in the Research Project titled "The Microbiology of the Irradiated Fresh Agricultural Product," College of Home Economics, effective December 1, 1976 until May 31, 1977; renewal of additional assignment as Curator, Culture Collection of Microorganisms, Natural Science Research Center, effective January 1, 1977 until December 31, 1977.

Nora Q. Valencia, increase in salary from Instructor I to Instructor II, Integrated School [K to Grade 10], College of Education, effective October 1, 1976.

Rosa M. Vallejo, extension of additional assignment as Acting Secretary, Institute of Library Science, effective December 1, 1976 until the return of Herminia H. Santos from a special detail abroad, but not later than December 15, 1976.

Gregorio T. Velasquez, increase in transportation allowance for additional assignment as Consultant, Marine Sciences Center, effective January 1, 1977 until December 31, 1977.

Evelina M. Vicencio, promotion in rank and salary from Instructor V to Assistant Professor I, Integrated School [K to Grade 10], College of Education, effective October 1, 1976.

Constancia P. Villaluz, promotion in rank and salary from Lecturer to Senior Lecturer in Spanish, U.P. College Manila, effective November 1, 1976 until May 31, 1977.

Enrico P. Villoso, increase in salary from Instructor I to Instructor II in Marine Fisheries, College of Fisheries, effective October 1, 1976 until May 31, 1977.

Lucrea O. Vinluan, promotion in rank and salary from Librarian I to Librarian II, University Library, effective November 15, 1976 until June 30, 1977.

Antonio B. Visitacion as Lecturer in Piano, College of Music, effective December 1, 1976 until May 31, 1977.

Edward J. Wong as Senior Landscape Architect, Infrastructure Development Program, effective August 1, 1976 until December 31, 1976.

Rosario T. Yu, promotion in rank and salary from Instructor IV to Assistant Professor I of Filipino, College of Arts and Sciences, effective October 1, 1976 until May 31, 1977.

Zelda C. Zablan, renewal of additional assignment as Secretary, Population Institute, effective June 1, 1976 until May 31, 1977.

Prescillano M. Zamora as Associate Dean, Division of Natural Sciences and Mathematics, College of Arts and Sciences, effective December 1, 1976 until November 30, 1979.

Hernando Zerrudo, promotion in rank and salary from Lecturer to Senior Lecturer in Accounting, U.P. College Iloilo, effective October 1, 1976 until May 31, 1977.

SEPARATIONS FROM THE SERVICE

Resignations

Eleanor F. Ansaldo as Instructor, University High School, effective November 1, 1976.

Ma. Cecilia Baticados as Instructor, U.P. College Iloilo, effective November 1, 1976.

Arturo C. Bautista as Research Aide, Office of Student Affairs, effective November 1, 1976.

Araceli Bejar as Library Assistant, University Library, effective November 15, 1976.

Diana Dator as Research Assistant, Program Development Staff, Office of the President, effective December 1, 1976.

Jesus M. de Francia as Instructor, U.P. College Baguio, effective November 1, 1976.

Eloisa Divinagracia as Instructor, U.P. College Manila, effective November 1, 1976.

Lewanda Lim as Assistant Professor, College of Fine Arts, effective November 15, 1976.

Florentina Pablo as Library Assistant, University Library, effective November 4, 1976.

Saturnino Pardido as Research Assistant, College of Fisheries, effective December 1, 1976.

Norman Reyes as Instructor, College of Arts and Sciences, effective November 1, 1976.

Ruth Rivera as Instructor, College of Dentistry, effective November 8, 1976.

Cielito Sales as Student Assistant, U.P. College Manila, effective December 1, 1976.

Elsie Santos as Publication Assistant, University Press, effective November 18, 1976.

Bee Bee Uy as Senior Research Assistant, School of Economics, effective December 31, 1976.

Juanito Viadoy as Domestic Helper, Office of Student Auxiliary Services, effective November 27, 1976.

Araceli Victoria as Research Assistant, School of Economics, effective December 16, 1976.

Lolita T. Yu as Instructor II, College of Pharmacy, effective November 1, 1976.

Retirements

Carlos Antonio as Chief, Property Division, effective November 4, 1976.

Alfredo Carlos as Training Specialist, Institute for Small-Scale Industries, effective December 29, 1976.

Amor Guerrero as Librarian, University Library, effective December 31, 1976.

Fernando Gutierrez as Professor, College of Arts and Sciences, effective December 22, 1976.

Sixto Maceda as Professor (part-time), College of Medicine, effective December 1, 1976.

Romeo Villarta as Assistant Professor, College of Fisheries, effective December 30, 1976.

CONTRACTS AND AGREEMENTS

The Board *confirmed* the following contracts and agreements at its 880th Meeting on 23 December 1976:

1. Memorandum of Agreement to Preserve and Promote Indigenous Culture of Laguna

A memorandum of agreement was entered into between the University and the Province of Laguna whereby the University, through the Department of Filipino and Philippine Languages, and Laguna shall jointly participate in a program for the preservation and promotion of indigenous culture of the Province. Laguna shall pay the honoraria of all personnel of the University assigned to participate in the program, assignment of whom shall be subject to the needs of the Department. The agreement is for a term of one (1) year.

2. Memorandum of Agreement to Undertake an Analysis of the Local Governments and Population Change in the Philippines

A memorandum of agreement was entered into between the Commission on Population and the University, whereby both parties, through the Local Government Center, agree to undertake the project "An Analysis of the Local Governments and Population Change in the Philippines," effective 1 January 1977 until 30 September 1977 for which POPCOM commits the contract sum.

3. Memorandum of Agreement to Continue with the Development and Implementation of an Integrated Management Information System

A memorandum of agreement was entered into between the University and the Development Academy of the Philippines whereby parties agree to continue with the development and implementation of an integrated management information system (MIS) for the U.P. System, for which purpose the U.P. shall remit to the DAP an amount according to the schedule indicated in the contract. The agreement is for 12 months, effective 1 November 1976.